



Agenda

Regular Meeting of the Public
Safety Committee
June 16, 2026 at 4:00 PM
City Council Chambers, City
Hall
200 Lincoln Avenue

Procedures for Public Safety Committee Meeting

1. Call to Order
2. Roll Call
3. Approval of Agenda
4. Approval of Minutes
 - a. 5/19/26 Minutes
5. Presentations
 - a. Follow up to ARU requests, presented by Assistant Fire Chief Mario Risso and Case Manager Supervisor Matthew Martin
6. Action Items
 - a. Request for Approval of State of New Mexico Special Appropriation Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 Totaling \$12,792 to support Santa Fe Fire Department (SFFD) Equipment Reimbursement Program, Scott Ouderkirk, Interim Fire Chief (slouderkirk@santafenm.gov) and Mario D. Risso, Assistant Fire Chief (mdrisso@santafenm.gov).
 1. Request for Approval of a Budget Amendment Resolution (BAR) to add \$12,792 from the Acceptance of the State of New Mexico Special Appropriation Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 into FY26 SFFD Revenue, Scott Ouderkirk, Interim Fire Chief (slouderkirk@santafenm.gov) and Mario D. Risso, Assistant Fire Chief (mdrisso@santafenm.gov).

Committee Review:

Public Works and Utilities Committee: 06/15/2026

Public Safety Committee: 06/16/2026

Finance Committee: 06/22/2026

Governing Body: 06/24/2026

- b. 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 D. Risso, Assistant Fire Chief - Support Services; (505) 467-9799; mdrisso@santafenm.gov; Charles Gonzales, IAFF Union President – Local 2059; cmgonzales@santafenm.gov)

Committee Review:

Public Safety: 06/16/2026

Quality of Life: 06/17/2026

Finance Committee: 06/22/2026

Governing Body: 06/24/2026

- 7. Discussion Items
- 8. Matters From Police, Interim Chief Ben Valdez
 - a. May 2026 Crime Stats and Mapping
 - b. May 2026 My90 Survey Results
- 9. Matters from Fire, Chief Brian Moya
- 10. Matters from Emergency Management Director Kyle Morgan
- 11. Matters from RECC, Director Roberto Lujan
- 12. Matters from the Committee
- 13. Matters from the Chair
- 14. Next Meeting: July 21, 2026
- 15. Adjourn

Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.

**Regular Meeting of the Public Safety Committee
May 19, 2026, at 4:00 PM
City Council Chambers, City Hall
200 Lincoln Avenue
MINUTES**

1. CALL TO ORDER

Start time: 4:01 p.m.

2. ROLL CALL

Members Present

Councilor Amanda Chavez
Member Bruce Finger
Member Steven Pilcher
Member Aurora Martinez
Member Cameron Crawford
Member Aric Wheeler
Member Christine Robertson
Vice Chair Ted Bolleter
Member Laura Liswood

There was a quorum.

Others in Attendance Councilor Pilar Faulkner, Interim Chief of Police Thomas Grundler, Interim Fire Chief Scott Ouderkirk, Deputy Police Chief Benjamin Valdez, Police Captains, Patrick Trujillo, and Amanda Montano, Lieutenants, Dianna Conklin and Erik Ramirez, Crime Analyst Cassandra Tapia, Sgt. Patrick Sanchez, Asst. Fire Chief Mario Risso, Case Manager Supervisor Matthew Martin, fire department staff, RECC Deputy Director Kiesha Chavez, members of the public, Santa Fe New Mexican Reporter Nicholas Gilmore, and Admin. Manager Katherine Christner.

3. APPROVAL OF AGENDA

MOTION: a motion was made by Member Bolleter, seconded by Member Wheeler, to Approve the Agenda as presented.

VOTE: The motion was passed on a voice vote.

For: Chair Chavez, Member Bolleter, Member Martinez, Member Finger, Member Pilcher, Member Crawford, Member Wheeler, Member Robertson and Member Liswood.

Against: None

Abstain: None

4. APPROVAL OF MINUTES

- a. Approval of April 21, 2026 Minutes

MOTION: A motion was made by Member Bolleter, seconded by Member Wheeler, to Approve the Minutes.

VOTE: The motion was passed on a voice vote.

For: Chair Chavez, Member Bolleter, Member Martinez, Member Finger, Member Pilcher, Member Crawford, Member Robertson, Member Liswood and Member Wheeler.

Against: None

Abstain: None

5. PRESENTATIONS

- a. ARU Presentation, by Assistant Fire Chief Mario Risso and Case Manager Supervisor Matthew Martin

6. ACTION ITEMS

- a. Request for approval to reclassify two (2) Assistant Fire Chief positions from exempt status to at-will employment to align with executive-level city employment standards and enhance operational flexibility. (Scott Ouderkirk, Interim Fire Chief; slouderkirk@santafenm.gov).

Committee Review:

Public Safety Committee: 05/19/2026

Quality of Life Committee: 05/20/2026

Finance Committee: 05/26/2026

Governing Body: 05/27/2026

MOTION: A motion was made by Member Wheeler, seconded by Member Bolleter, to Approve.

VOTE: The motion was passed on a voice vote.

For: Chair Chavez, Member Bolleter, Member Martinez, Member Finger, Member Pilcher, Member Crawford, Member Robertson, Member Liswood

and Member Wheeler.

Against: None

Abstain: None

7. DISCUSSION ITEMS

8. MATTERS FROM INTERIM POLICE, CHIEF THOMAS GRUNDLER

a. April 2026 Crime Stats and Crime Mapping

9. MATTERS FROM INTERIM FIRE, CHIEF SCOTT OUDERKIRK

10. MATTERS FROM EMERGENCY MANAGEMENT DIRECTOR KYLE MORGAN

11. MATTERS FROM RECC, DIRECTOR ROBERTO LUJAN

12. MATTERS FROM THE COMMITTEE

13. MATTERS FROM THE CHAIR

14. NEXT MEETING: June 16, 2026

15. ADJOURN

End time: 5:04 p.m.

K S Christner

Liaison

Chair





**THE CITY OF
SANTA FE**

MEMORANDUM

DATE: May 15, 2026

TO: Public Works & Utilities Committee
Finance Committee
Governing Body

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

SUBJECT: Acceptance of State of New Mexico Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 \$12,792.00

ITEM AND ISSUE:

Request for Approval of the State of New Mexico Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124, in the amount of \$12,792; to support Santa Fe Fire Department (SFFD) Equipment Reimbursement Program.

Request for Approval of a Budget Amendment Resolution (BAR) to add \$12,792 from the Acceptance of the State of New Mexico Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 into FY26 SFFD Revenue.

BACKGROUND AND SUMMARY:

The City received the attached award announcement for the State of NM Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 in the amount of \$12,792. These funds were granted to support SFFD Equipment Reimbursement Program and funding will reimburse SFFD for already purchased equipment used to support increased staffing.

ATTACHMENTS:

State of New Mexico Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124
BAR

**NEW MEXICO SPECIAL APPROPRIATION GRANT AGREEMENT
(FIREFIGHTER RECRUITMENT FUND)**

24-ZI5036-124

This Special Appropriation Grant Agreement (“**Agreement**”) is made and entered into by and between the State of New Mexico, The New Mexico Department of Finance and Administration (“**Department**” or “**DFA**”) and the Santa Fe Fire Department (“**Grantee**”) (individually “**Party**” and collectively “**Parties**”). This Agreement shall be effective as of the date the Department executes it (“April 1, 2026”).

WITNESSETH

WHEREAS, pursuant to House Bill 2, Section #5 of the 2024 Legislative Session [ZI5036], the sum of twenty-five million dollars (\$25,000,000) was appropriated from the general fund to DFA for firefighter and emergency medical technician recruitment through fiscal year 2026; and

WHEREAS, DFA is authorized to make grants to the Grantee in support of fire departments for firefighter and emergency medical technician recruitment; and

WHEREAS, on or about April 1, 2026, DFA awarded the Grantee Twelve thousand seven hundred ninety-two dollars and zero cents (\$12,792.00) to support Santa Fe Fire Department Equipment Reimbursement Program (“Program”);

WHEREAS, DFA’s award is intended to reimburse the Grantee for eligible equipment purchased to support newly hired firefighters and emergency medical technicians, in accordance with Program requirements; and

WHEREAS, the Grantee shall provide grant reporting to DFA including financial reporting, agreements with vendors, documentation related to reimbursed equipment, and any other program data requested by DFA.

NOW, THEREFORE, the Parties mutually agree as follows:

ARTICLE I - SCOPE OF WORK

- A. Grantee agrees to utilize funds for reimbursement for approved equipment based on submitted invoices to support increased staffing.

ARTICLE II - LENGTH OF GRANT AGREEMENT

- A. The term of this Agreement shall become effective **April 1, 2026** and will terminate on **June 30, 2026**.
- B. The General Appropriation Act of 2024 Section #5, General Provisions (C) states: “Amounts set out in Section #5 of the General Appropriation Act of 2024, or so much as may be necessary, are appropriated from the indicated source for expenditure through fiscal year 2026 for the objects expressed”. Per HB2, any unexpended funds at the end of a fiscal year 2026 shall revert.

ARTICLE III - REPORTS

- A. Final Report:
 - a. Grantee shall submit a final report for the Program to the Department. The Final Report shall be submitted in the form required by the Department, attached hereto as Exhibit "B," and incorporated herein by reference.
 - b. The Final Report shall be submitted no later than June 30, 2026. This requirement shall survive the termination of this agreement.

ARTICLE IV - CONSIDERATION AND METHOD OF PAYMENT

- A. In consideration of Grantee's satisfactory completion of all work and services required to be performed under the terms of this Agreement, and in compliance with all other Agreement requirements herein stated, the Department shall pay Grantee a sum not to exceed Twelve thousand seven hundred ninety-two dollars and zero cents (\$12,792.00). The funds shall be used solely for the purposes authorized under this Agreement and approved by the Department. The grantee shall not deviate from the approved use of funds without prior written approval from the department.
- B. It is understood and agreed that if any portion of the funds set forth in Article IV, Paragraph (A), are not expended at the completion of this Agreement for the purpose(s) designated in this Agreement, shall revert to the Department for disposition.
- C. All payments will be made on a reimbursement of actual cost basis for eligible, Department-approved expenditures, subject to terms of this agreement.
 - a. Request for Payment Form, attached hereto as Exhibit "D."
- D. Payment shall be made only for those services specified in this Agreement and not funded by any other public entity funding source. The Grantee shall not bill the Department for the same service or services that have been billed to another funding agency or source.

ARTICLE V - MODIFICATION AND TERMINATION

- A. The Department, upon written notice to Grantee, shall have the unilateral right to immediately terminate this Agreement if, in the judgment of the Department, the provisions of this Agreement are violated or the activities described in the Program Description do not progress satisfactorily. In this regard, the Department may demand a refund of all or part of the funds dispersed to Grantee.

- B. The Parties may modify any terms and conditions of this Agreement by mutual agreement confirmed in writing with the same formalities for execution as this Agreement.
- C. Early Termination for Convenience: Except as provided in Article XIV and subparagraph A above, either Party may terminate this Agreement by providing the other Party with a minimum of thirty (30) days' advance written notice of the termination.
- D. Liability in the Event of Early Termination: In the event of early termination of this Agreement by either party, the Department's sole liability shall be to reimburse Grantee in accordance with this Grant Agreement for qualifying expenditures that were:
 - a. Incurred pursuant to a legally binding agreement entered into by Grantee before Grantee's receipt of the Department's notice of early termination or the issuance by the Grantee of a notice of early termination;
 - b. Incurred on or before the termination date in the notice of early termination;
 - c. For permissible purposes under this Agreement's Program Description and procured and executed in accordance with applicable law; and
 - d. The subject of a Request for Payment Form properly and timely submitted in accordance with Article IV of this Agreement.

ARTICLE VI – REPRESENTATIONS AND WARRANTIES

Grantee hereby represents and warrants that it will comply with all State laws, regulations, policies, guidelines, and requirements with respect to the acceptance and use of State funds. Also, Grantee certifies that:

- A. It has the legal authority to receive and expend the funds as described in the Program Description.
- B. It shall meet all requirements of the Act, the Regulations, and all other New Mexico State laws and regulations as they pertain to all activity conducted under this Agreement and provide the Department with verification thereof.
- C. It shall finance all costs of the Program, including all Program overruns.
- D. Every facility, program, or other provider with which it contracts to perform the activities that are subject to this Agreement shall, at all times, comply with all applicable State and federal laws and regulations and any licensure requirements governing treatment facilities, programs, or providers. All Contracts shall contain the following provisions:
 - a. "The Contractor agrees to comply, at all times, with all applicable State and federal laws and regulations and any licensure requirements governing its program and facility."

- b. The Grantee agrees it shall be solely liable for the failure of any of its providers to meet and comply with all applicable State and federal laws and licensure requirements governing the treatment provider or the program.
- E. It shall comply with the State Procurement Code, Sections 13-1-28 through 13-1-199, NMSA 1978.
- F. All professional services, activities, or programs will be implemented through a professional service contract. Grantee will submit all Program-related contracts and agreements to the Department for review and approval prior to execution. Amendments to existing contracts will be submitted to the Department for review and approval prior to execution.
 - a. Without limiting the foregoing, Grantee shall be required to complete a request-for-proposal (RFP) for contracts over sixty thousand dollars (\$60,000); provided, however, that if Grantee's governing body's guidelines have more stringent requirements, the Grantee's governing body's guidelines must be followed.
 - b. Sole Source contracts can be utilized if written justification is provided, confirming that the organization is the only one in the area that can provide services uniquely and substantially related to the intended purpose of the contract. Grantee shall submit written documentation describing the reason(s) for sole source contracting to the Department prior to entering into the contract. Grantee shall adhere to all applicable provisions and requirements outlined in the State Procurement Code.
- G. It will adhere to all Department financial and accounting requirements, including the State's Model Accounting Practices, as amended from time to time.
- H. It will comply with all applicable conditions and requirements prescribed by the Department regarding the receipt of Program funds.
- I. It shall not at any time utilize or convert any equipment or property acquired or developed pursuant to this Agreement for any use other than those specified in the scope of work as defined in the Agreement without the prior approval of the Department.
- J. No member, officer, employee, or family member(s) of the Grantee, or its designees or agents, no member of the governing body of the locality in which the program is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his/her tenure or for one year thereafter, shall have any interest, direct or indirect, in any contract, or the process thereof, for work to be performed in connection with the program assisted under the grant, and the Grantee shall incorporate, in all such contracts, a provision prohibiting such interest pursuant to the purposes of this certification.
 - a. No funds have been paid or will be paid, by or on behalf of the Grantee, to any person for influencing or attempting to influence an officer or employee of the

State, any agency, or body in connection with the awarding of any Third Party Obligation.

- i. Grantee will require certifying language prohibiting lobbying to be included in the award documents for all subawards, including subcontracts, loans, and cooperative agreements.
- K. It will comply with all applicable federal requirements and regulations.

The representations and warranties made by Grantee shall survive the Early Termination or expiration of this Agreement.

ARTICLE VII - RETENTION OF RECORDS

- A. **Accountability:** Grantee shall be strictly accountable for receipts and disbursements relating to this Agreement. Grantee shall follow generally accepted accounting principles, the State's model accounting principles.
- B. **Record Retention:** For six (6) years following the Program's completion ("**Record Retention Period**"), Grantee shall maintain all Project-related records, including, but not limited to, all financial records, requests for proposals, invitations to bid, selection and award criteria, contracts and subcontracts, advertisements, minutes of pertinent meetings, as well as records sufficient to fully account for the amount and disposition of funds from all sources budgeted for the Program, the purpose for which such funds were used, and such other records as the Department may prescribe.
 - a. All Program records must adhere to the New Mexico State Records Center and Archives Rule for Functional Retention and Disposition Schedule, 1.21.2 NMAC.
- C. Grantee shall make all Program records available to the Department, the Department's Independent Public Accountant, and the New Mexico State Auditor upon request. With respect to the funds that are the subject of this Agreement, if the State Auditor or the Department finds any funds were improperly expended, Grantee shall be required to reimburse the State all amounts found to be improperly expended plus interest in accordance with Article IX below.

ARTICLE VIII - REPRESENTATIVES

- A. Grantee hereby designates the person listed below as the official Grantee Representative responsible for overall supervision of the approved Program:
 - a. **Name: Scott Ouderick**
 - b. **Title: Interim Fire Chief**
 - c. **Address: 200 Murales RD , Santa Fe , NM , 87501**
 - d. **Phone: 5059553109**
 - e. **Email: slouderkirk@santafenm.gov**
- B. The Department designates the person listed below as its Program Manager, responsible for the overall administration of this Agreement, including compliance and monitoring of Grantee:

- a. Name: Bianca Quintana**
- b. Title: Law Enforcement Fund Administrator**
- c. Address: 407 Galisteo St., Santa Fe, NM 87501**
- d. Phone: 505-231-3052**
- e. Email: Bianca.Quintana@dfa.nm.gov**

ARTICLE IX – IMPROPERLY REIMBURSED FUNDS

If the Department determines part or all of the funds reimbursed under this Agreement were improperly requested by Grantee, including but not limited to reimbursements based upon fraud, mismanagement, misrepresentation, misuse, or violation of law by the Grantee, after ten (10) days' notice to Grantee and the opportunity to return such funds to the Department, the Department may offset any funds due to Grantee from the State, until the improperly reimbursed funds are fully repaid.

ARTICLE X – SCOPE OF AGREEMENT

This Agreement constitutes the entire and exclusive agreement between the Parties concerning the subject matter hereof. The Agreement supersedes all prior or contemporaneous agreements, understandings, discussions, communications, and representations, written or verbal.

ARTICLE XII – LIABILITY

Neither Party shall be responsible for liability incurred as a result of the other Party's acts or omissions in connection with this Agreement. Any liability incurred in connection with this Agreement is subject to immunities and limitations of the New Mexico Tort Claims Act.

ARTICLE XIII – SPECIAL CONDITIONS

Reserved.

ARTICLE XIV – APPROPRIATIONS

The terms and conditions of this Agreement are contingent upon the New Mexico Legislature making sufficient appropriations and authorization for the performance of this Agreement. If the Legislature fails to make sufficient appropriations and authorizations, the Department may immediately terminate this Agreement, in whole or in part, regardless of any existing legally binding third-party contracts entered into by or between the Grantee and a third party, by providing the Grantee with written notice of such early termination. Grantee shall accept the Department's decision as to whether sufficient appropriations are available, which shall be final and non-appealable. Grantee shall include a substantively identical clause in all contracts between the Grantee and third parties that are (i) funded in whole or part by funds made available under this Agreement and (ii) entered into between the effective date of this Agreement and the Termination Date or early termination date.

ARTICLE XV – REQUIRED TERMINATION CLAUSE

Grantee shall include the following or a substantially similar termination clause in all contracts that are (i) funded in whole or part by funds made available under this Agreement and (ii) entered into after the effective date of this Agreement:

- A. “This contract is funded in whole or in part by funds made available under a State of New Mexico (State) grant agreement. If the State terminates the grant agreement, the [insert Grantee name] may terminate this contract by providing the contractor written notice of such termination in accordance with the notice provisions in this contract. In the event of termination pursuant to this paragraph, the Santa Fe Fire Department only liability shall be to pay the contractor for acceptable goods and/or services delivered and accepted prior to the termination date”.

ARTICLE XV: GENERAL PROVISIONS

- A. Assignment: Grantee’s rights and obligations under this Agreement are personal and may not be transferred or assigned without the prior written consent of the Department. Any attempt at assignment or transfer without such consent shall be void. Any assignment or transfer of Grantee’s rights and obligations approved by the Department shall be subject to the provisions of this Agreement.
- B. Binding Effect: Except as otherwise provided, all provisions of this Agreement, including the benefits and burdens, shall extend to and be binding upon the Parties’ respective successors and assigns.
- C. Authority: Each Party represents and warrants to the other that the execution and delivery of this Agreement and the performance of such Party’s obligations have been duly authorized.
- D. Captions and References: The captions and headings in this Agreement are for the convenience of reference only and shall not be used to interpret, define, or limit its provisions. All references in this Agreement to sections (whether spelled out or using the § symbol), subsections, exhibits, or other attachments are references to sections, subsections, exhibits, or other attachments contained herein or incorporated as a part hereof, unless otherwise noted.
- E. Counterparts: This Agreement may be executed in multiple, identical, original counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute the same agreement.
- F. Digital Signatures: If any signatory signs this agreement using a digital signature in accordance with the State Policies regarding the use of digital signatures, then any agreement or consent to use digital signatures within the electronic system through which that signatory signed shall be incorporated into this Agreement by reference.
- G. Modification: Except as otherwise provided in this Agreement, any modification to this Agreement shall only be effective if agreed to in a formal amendment, properly executed, and approved in accordance with applicable New Mexico law and State fiscal policies and rules. Modifications permitted under this Agreement, other than Agreement amendments, shall conform to the policies issued by the State.

- H. Statutes, Regulations, Fiscal Rules, and Other Authority: Any reference in this Agreement to a statute, regulation, policy, or other authority shall be interpreted to refer to such authority then current, as may have been changed or amended after the Effective Date of this Agreement.
- I. External Terms and Conditions: Notwithstanding anything to the contrary herein, the State shall not be subject to any provision included in any terms, conditions, or agreements appearing on the Grantee's or a subcontractor's website or any provision incorporated into any click-through or online agreements related to the Work unless that provision is specifically referenced in this Agreement.
- J. Severability: The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect, provided that the Parties can continue to perform their obligations under this Agreement in accordance with its intent.
- K. Survival of Certain Agreement Terms: Any provision of this Agreement that imposes an obligation on a Party after the termination or expiration of this Agreement shall survive the termination or expiration of this Agreement and shall be enforceable by the other Party.
- L. Third Party Beneficiaries: Except for the Parties' respective successors and assigns described in this Agreement, it does not and is not intended to confer any rights or remedies upon any person or entity other than the Parties. Enforcement of this Agreement and all rights and obligations hereunder are reserved solely to the Parties. Any services or benefits that third parties receive as a result of this Agreement are incidental to this Agreement and do not create any rights for such third parties.
- M. Waiver: A Party's failure or delay in exercising any right, power, or privilege under this Agreement, whether explicit or by lack of enforcement, shall not operate as a waiver, nor shall any single or partial exercise of any right, power, or privilege preclude any other or further exercise of such right, power, or privilege.
- N. Standard and Manner of Performance: Grantee shall perform its obligations under this Agreement in accordance with the highest standards of care, skill, and diligence in Grantee's industry, trade, or profession.
- O. Licenses, Permits, and Other Authorizations: Grantee shall secure, prior to the Effective Date, and maintain at all times during the term of this Agreement, at its sole expense, all licenses, certifications, permits, and other authorizations required to perform its obligations under this Agreement and shall ensure that all employees, agents, and subcontractors secure and maintain at all times during the term of their employment, agency or subcontractor, all licenses, certifications, permits and other authorizations required to perform their obligations in relation to this Agreement.
- P. Venue and Choice of Law: This Agreement shall be governed by and construed in accordance with the laws of the State of New Mexico, without regard to any conflict of law provisions. Any legal suit, action, or proceeding arising out of or related to this Agreement shall be instituted exclusively in the district courts located in Santa Fe, New Mexico. The Parties hereby irrevocably submit to the exclusive jurisdiction and venue of such courts in any such suit, action, or proceeding. The Parties waive any objection to the laying of the venue of any such suit, action, or proceeding in

the district courts of Santa Fe, New Mexico, and irrevocably waive and agree not to plead or claim in any such court that any such suit, action, or proceeding brought in any such court has been brought in an inconvenient forum.

[SIGNATURE PAGE AND EXHIBITS FOLLOW]

APPROVED BY GRANTEE:

Grantee: By: _____
Title: _____ Date: _____

Grantee By: _____
Attest: Title: _____ Date: _____

AS TO LEGAL FORM AND SUFFICIENCY

Grantee: By: *Frank E. Rybicki*
Legal Counsel Title: Assistant City Attorney Date: Apr 21, 2026

APPROVED FOR FINANCES

Grantee: By: *APL*
Financial Director Title: Deputy City Manager/Acting Finance Director Date: 06/04/2026

Exhibit A – Report
REIMBURSEMENT OF ELIGIBLE EQUIPMENT
Final Report

Basic Information

| | |
|------------------|----------------------------------|
| Grantee Name | Click or tap here to enter text. |
| Agreement Number | Click or tap here to enter text. |
| Reporting Period | Fourth Quarter / Final Report |
| Date Submitted | Click or tap here to enter text. |

Program Summary

Provide a brief summary describing how funds were used to support newly hired firefighters and/or EMTs during the term of the FFRF (FY25 – FY26).

Click or tap here to enter text.

Equipment Use Confirmation

Confirm that all equipment purchased and submitted for reimbursement through the PARS system was used to support newly hired firefighter and/or EMTs.

All equipment reimbursed under this Agreement supports newly hired firefighters and/or EMTs.

Reimbursement Summary

Total Reimbursement Requested Through Department System Enter Amount

Certification

I certify that all reimbursement requests submitted through the PARS system comply with the requirements of this Agreement and applicable program guidelines.

| | |
|--------------------------------|----------------------------------|
| Authorized Representative Name | Click or tap here to enter text. |
| Title | Click or tap here to enter text. |
| Signature | |
| Date | Click or tap here to enter text. |

**STATE OF NEW MEXICO
GRANT APPROPRIATION
Request for Payment Form
Exhibit B**

I. Grantee Information (Must match your DFA Substitute W-9 Form)

A. Grantee: _____
 B. Address: _____
(Complete Mailing, including Suite, if applicable)

City, State, Zip
 C. Contact Name/Phone #: _____
 D. Grant No: _____
 E. Project Title: _____
 F. Grant Expiration Date: _____

II. Payment Computation

A. Payment Request No. _____
 B. Grant Amount: 0
 C. AIPP Amount (If Applicable): 0
 D. Funds Requested to Date: 0
 E. Amount Requested this Payment: _____
 F. Reversion Amount (if applicable): 0
 G. Grant Balance: 0
 H. Final Request for Payment (if applicable)

III. Fiscal Year : _____

(The State of NM Fiscal Year is July 1, 20XX through June 30, 20XX of the following year)

IV. Certifications

- I hereby certify that all conditions and requirements for Payments outlined in the Agreement have been met, including but not limited to:
 a. Submission and approval of a Project Budget as per Article IV, Section A of the Agreement.
 b. Compliance with the Project Budget and expenditure of funds in accordance with the State Procurement Code and the State's Model Accounting Practices.
 c. Submission of supporting documentation as required by the Agreement.
 d. Maintenance of all necessary records and documentation as stipulated in the Agreement.
- I attest that the information provided is correct; expenditures are properly documented and valid or actual receipts, and that the activity fully complies with Article IX, Sec. 14 of the New Mexico Constitution, known as the "anti-donation" clause.
- I hereby certify that all representations and warranties made in the Agreement remain true, accurate, and complete as of the date of this request, and will continue to be so throughout the term of the Agreement. I acknowledge that these representations and warranties are a material inducement for the Department to approve this pay request.


| | |
|--|--|
| _____ Grantee Fiscal Officer or Fiscal Agent (if applicable) | _____ Grantee Representative |
| _____ Printed Name | _____ Printed Name |
| Date: _____ | Date: _____ |


(State Agency Use Only)

Vendor Code: _____ Fund No.: _____ PO # _____ Loc No.: _____

I certify that the State Agency financial and vendor file information agree with the above submitted information.

| | | | |
|----------------------|---------------|---------------------------------|---------------|
| _____ ASD Officer | _____ Date | _____ Division Grant Manager | _____ Date |
|----------------------|---------------|---------------------------------|---------------|

Signature: 
MARIO RISSO (May 15, 2026 12:43:29 MDT)
Email: mdrisso@santafenm.gov

Signature: 
SCOTT OUDERKIRK (May 15, 2026 12:45:25 MDT)
Email: slouderkirk@santafenm.gov



**THE CITY OF
SANTA FE**

MEMORANDUM

DATE: May 11, 2026

TO: Andy Hopkins, Budget Officer
Erika V. Lujan, Grant Manager ^{EL}_{EL}
Andrea K. Phillips, Deputy City Manager/Interim Finance Director

FROM: Graham Miller, Battalion Chief-Health and Safety ^{GM}_{GM}

VIA: Scott Ouderkirk, Interim Fire Chief ^{SO}_{SCOTT OUDERKIRK}
Mario D. Risso, Assistant Fire Chief ^{MR}_{MARIO RISSO}

SUBJECT: State of New Mexico Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 \$12,792.00

ITEM AND ISSUE:

Santa Fe Fire Department (SFFD) respectfully requests Approval of a Budget Amendment Resolution (BAR) to increase funds of \$12,792. These funds will be used to reimburse SFFD for already purchased equipment used to support increased staffing:

From Line Items:

- 2210181.490210 \$(12,792)

To Line Items:

- 2210181.500110 \$12,792

BACKGROUND AND SUMMARY:

The State of New Mexico Department of Finance and Administration awarded a Special Appropriate Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124 in the amount of \$12,792 to the City of Santa Fe Fire Department. This agreement will reimburse SFFD for already purchased equipment used to support increased staffing. SFFD adhered to procurement procedures for the purchase. We are prepared to submit supporting documents and request reimbursement once all goods have been received.

ACTION REQUESTED:

SFFD respectfully requests your review and approval of this BAR.

ATTACHMENTS:

BAR

NM Special Appropriation Grant Agreement (Firefighter Recruitment Fund) 24-ZI5036-124

Account

| | | | | | | |
|---------|---------|-----------|---------------------------------------|-----------------------------------|--------|--------|
| Fund | 221 | EMRG SVC | Acct | 221-15-20-2100-181-00-000-490210- | | |
| Org | 2210181 | FIR SS SR | Acct name | NM Dept of Fin and Admin | | |
| Object | 490210 | NM DFA | Type | Revenue | Status | Active |
| Project | | | Rollup | | | |
| | | | Sub-Rollup | | | |
| | | | <input type="checkbox"/> MultiYr Fund | | | |

[Account Notes](#)

4 Year Comparison

[History](#) [4 Year Graph](#) [History Graph](#)

| Yr/Per 2026/01 | Fiscal Year 2026 | Fiscal Year 2025 | Fiscal Year 2024 | Fiscal Year 2027 |
|-----------------|------------------|------------------|------------------|------------------|
| Original Budget | .00 | .00 | .00 | .00 |
| Transfers In | -2,438,999.00 | -250,000.00 | -218,378.00 | .00 |
| Transfers Out | .00 | .00 | .00 | .00 |
| Revised Budget | -2,438,999.00 | -250,000.00 | -218,378.00 | .00 |
| Actual (Memo) | .00 | -568,377.65 | -82,320.71 | .00 |
| Encumbrances | .00 | .00 | .00 | .00 |
| Requisitions | .00 | | | .00 |
| Available | -2,438,999.00 | 318,377.65 | -136,057.29 | .00 |
| Percent used | .00 | 227.35 | 37.70 | .00 |

Account

| | | | | | | |
|---------|---------|------------|---------------------------------------|--|--------|--------|
| Fund | 221 | EMRGSVC | Acct | 221-15-20-2100-181-00-000-500110- | | |
| Org | 2210181 | FIR SS SR | Acct name | Salaries (General) Account Notes | | |
| Object | 500110 | Gen Salary | Type | Expense | Status | Active |
| Project | | | Rollup | | | |
| | | | Sub-Rollup | | | |
| | | | <input type="checkbox"/> MultiYr Fund | | | |

4 Year Comparison

Current Year History 4 Year Graph History Graph

| Yr/Per 2026/01 | Fiscal Year 2026 | Fiscal Year 2025 | Fiscal Year 2024 | Fiscal Year 2027 |
|-----------------|------------------|------------------|------------------|------------------|
| Original Budget | .00 | 56,053.00 | 53,217.00 | .00 |
| Transfers In | .00 | 1,000.00 | .00 | .00 |
| Transfers Out | .00 | .00 | -20,000.00 | .00 |
| Revised Budget | .00 | 57,053.00 | 33,217.00 | .00 |
| Actual (Memo) | .00 | .00 | .00 | .00 |
| Encumbrances | .00 | .00 | .00 | .00 |
| Requisitions | .00 | | | .00 |
| Available | .00 | 57,053.00 | 33,217.00 | .00 |
| Percent used | .00 | .00 | .00 | .00 |

Signature: *GRAHAM MILLER*

Email: gmiller@santafenm.gov

Signature: *ERIKA LUJAN*

ERIKA LUJAN (May 18, 2026 08:37:30 MDT)

Email: evlujan@santafenm.gov



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](tel:5054679799); mrisso@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 ($2 \frac{3}{4}$) 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 _____.

Michael Garcia, Mayor

Date



[ANDREA PHILLIPS \(Jun 10, 2026 12:40:00 MDT\)](#)
Andrea Phillips, Interim Finance Director

06/10/2026


Date

ATTEST:

Geraldyn Cardenas, City Clerk

Date

APPROVED AS TO FORM:




[Christopher W. Ryan \(Jun 10, 2026 11:58:32 MDT\)](#)
Chris Ryan, Assistant City Attorney

06/10/2026

Date


Santa Fe Firefighters Association – IAFF Local 2059



[Charles Gonzales \(Jun 10, 2026 12:04:28 MDT\)](#)
Charles Gonzales, President

06/10/2026

Date



[Derrek Cowell \(Jun 10, 2026 12:00:28 MDT\)](#)
Derrek Cowell, Secretary

06/10/2026

Date









GB - Amendment #1 - IAFF Year 3

Final Audit Report

2026-06-10

| | |
|------------------------------|--|
| Created: | 2026-06-10 |
| By: | VICTORIA VELARDE (vevelarde@santafenm.gov) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAA2Zbo0__MSDZRmmSKYOUIGCeXp5i9vpvf |
| Documents: | GB - Amendment #1 - IAFF Year 3.pdf (21 pages) |
| Number of Documents: | 1 |
| Document page count: | 21 |
| Number of supporting files: | 0 |
| Supporting files page count: | 0 |

"GB - Amendment #1 - IAFF Year 3" History

-  Document created by VICTORIA VELARDE (vevelarde@santafenm.gov)
2026-06-10 - 5:24:36 PM GMT- IP address: 63.232.20.2
-  Document emailed to cwryan@santafenm.gov for signature
2026-06-10 - 5:27:54 PM GMT
-  Email viewed by cwryan@santafenm.gov
2026-06-10 - 5:54:10 PM GMT- IP address: 104.47.65.254
-  Signer cwryan@santafenm.gov entered name at signing as Christopher W. Ryan
2026-06-10 - 5:58:30 PM GMT- IP address: 47.3.177.51
-  Document e-signed by Christopher W. Ryan (cwryan@santafenm.gov)
Signature Date: 2026-06-10 - 5:58:32 PM GMT - Time Source: server- IP address: 47.3.177.51 - Signature Appearance Selected: TYPE
-  Document emailed to dccowell@santafenm.gov for signature
2026-06-10 - 5:58:34 PM GMT
-  Email viewed by dccowell@santafenm.gov
2026-06-10 - 5:58:51 PM GMT- IP address: 73.26.150.230
-  Signer dccowell@santafenm.gov entered name at signing as Derrek Cowell
2026-06-10 - 6:00:26 PM GMT- IP address: 73.26.150.230




Powered by
Adobe
Acrobat Sign

 Document e-signed by Derrek Cowell (dccowell@santafenm.gov)


Signature Date: 2026-06-10 - 6:00:28 PM GMT - Time Source: server- IP address: 73.26.150.230 - Signature Appearance Selected: MOBILE_DRAW

 Document emailed to cmgonzales@santafenm.gov for signature

2026-06-10 - 6:00:29 PM GMT

 Email viewed by cmgonzales@santafenm.gov

2026-06-10 - 6:02:37 PM GMT- IP address: 166.137.163.12

 Signer cmgonzales@santafenm.gov entered name at signing as Charles Gonzales

2026-06-10 - 6:04:26 PM GMT- IP address: 166.137.163.12

 Document e-signed by Charles Gonzales (cmgonzales@santafenm.gov)

Signature Date: 2026-06-10 - 6:04:28 PM GMT - Time Source: server- IP address: 166.137.163.12 - Signature Appearance Selected: MOBILE_DRAW

 Document emailed to ANDREA PHILLIPS (akphillips@santafenm.gov) for signature

2026-06-10 - 6:04:30 PM GMT

 Document e-signed by ANDREA PHILLIPS (akphillips@santafenm.gov)

Signature Date: 2026-06-10 - 6:40:00 PM GMT - Time Source: server- IP address: 63.232.20.2 - Signature Appearance Selected: DRAW

 Agreement completed.

2026-06-10 - 6:40:00 PM GMT



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calen...



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

HOMICIDE OFFENSES

Address:

All

Completion:

All

Reset Filters

Total Offenses

--

Total Incidents (May be Inclusive of Multiple Offenses)

0

Offense Categories (NIBRS) - Completed

Offense Categories (NIBRS) - Attempted



0 offenses mapped.

0 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calendar)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

ASSAULT

Address:

All

Completion:

All

Reset Filters

Total Offenses

171

Total Incidents (May be Inclusive of Multiple Offenses)

131

Offense Categories (NIBRS) - Completed

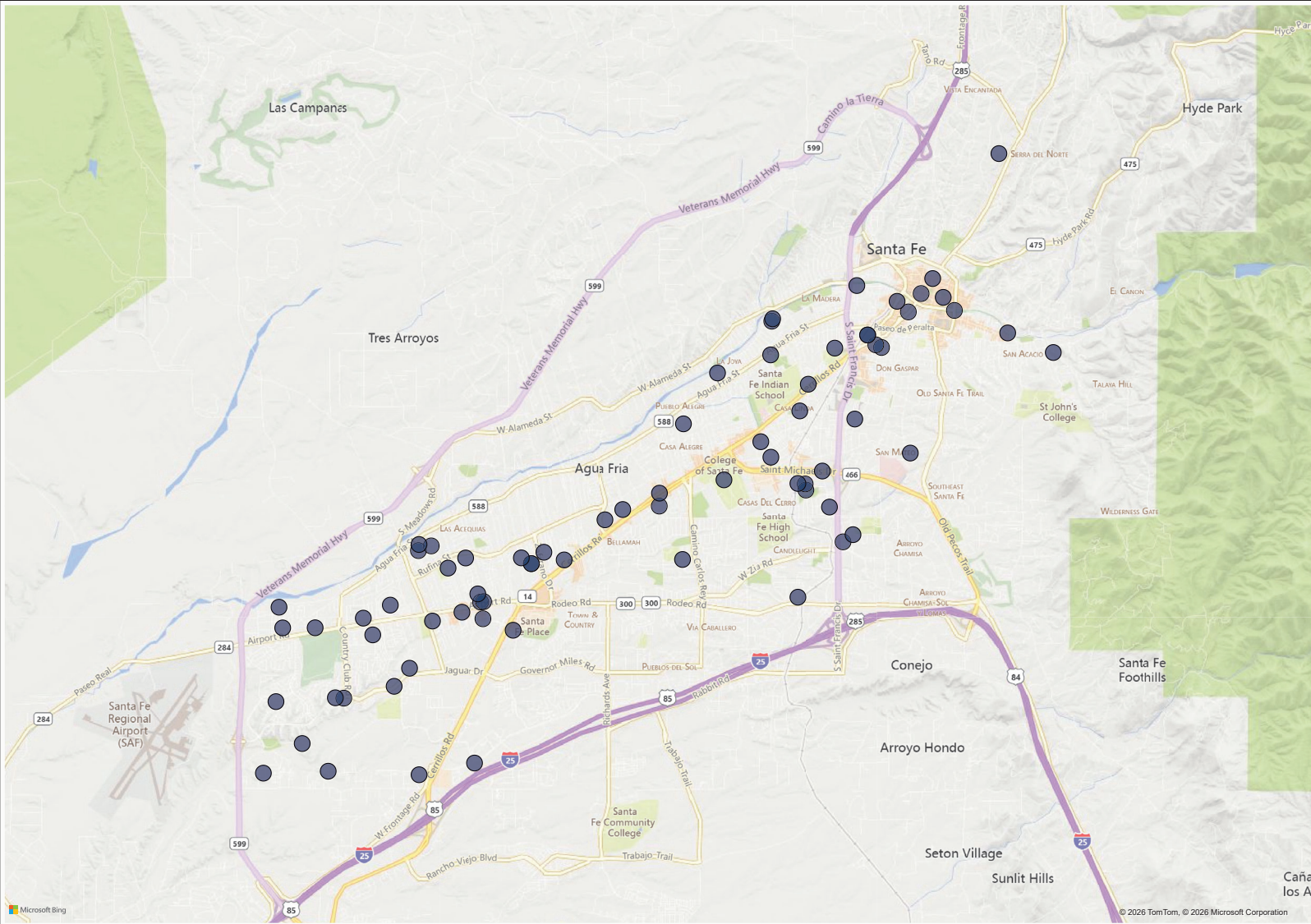
Completion ● COMPLETED

171



ASSAULT

Offense Categories (NIBRS) - Attempted



100 offenses mapped.

71 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calen...)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

MOTOR VEHICLE THEFT

Address:

All

Completion:

All

Reset Filters

Total Offenses

23

Total Incidents (May be Inclusive of Multiple Offenses)

23

Offense Categories (NIBRS) - Completed

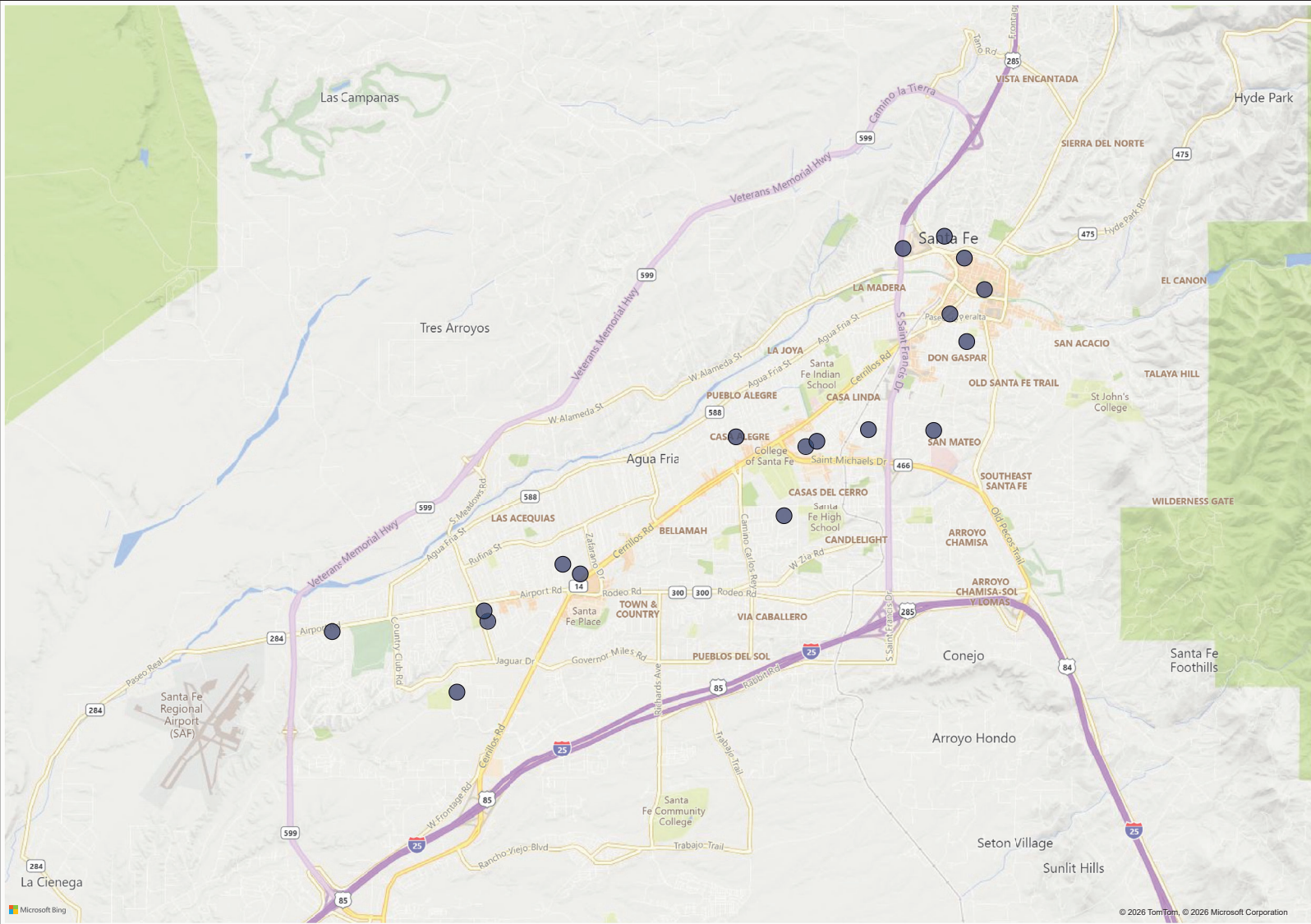
Completion ● COMPLETED

23



MOTOR VEHICLE THEFT

Offense Categories (NIBRS) - Attempted



18 offenses mapped.

5 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calendar)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

BURGLARY/BREAKING & E...

Address:

All

Completion:

All

Reset Filters

Total Offenses

40

Total Incidents (May be Inclusive of Multiple Offenses)

39

Offense Categories (NIBRS) - Completed

Completion ● COMPLETED

39



BURGLARY/BREAKING & ENTERING

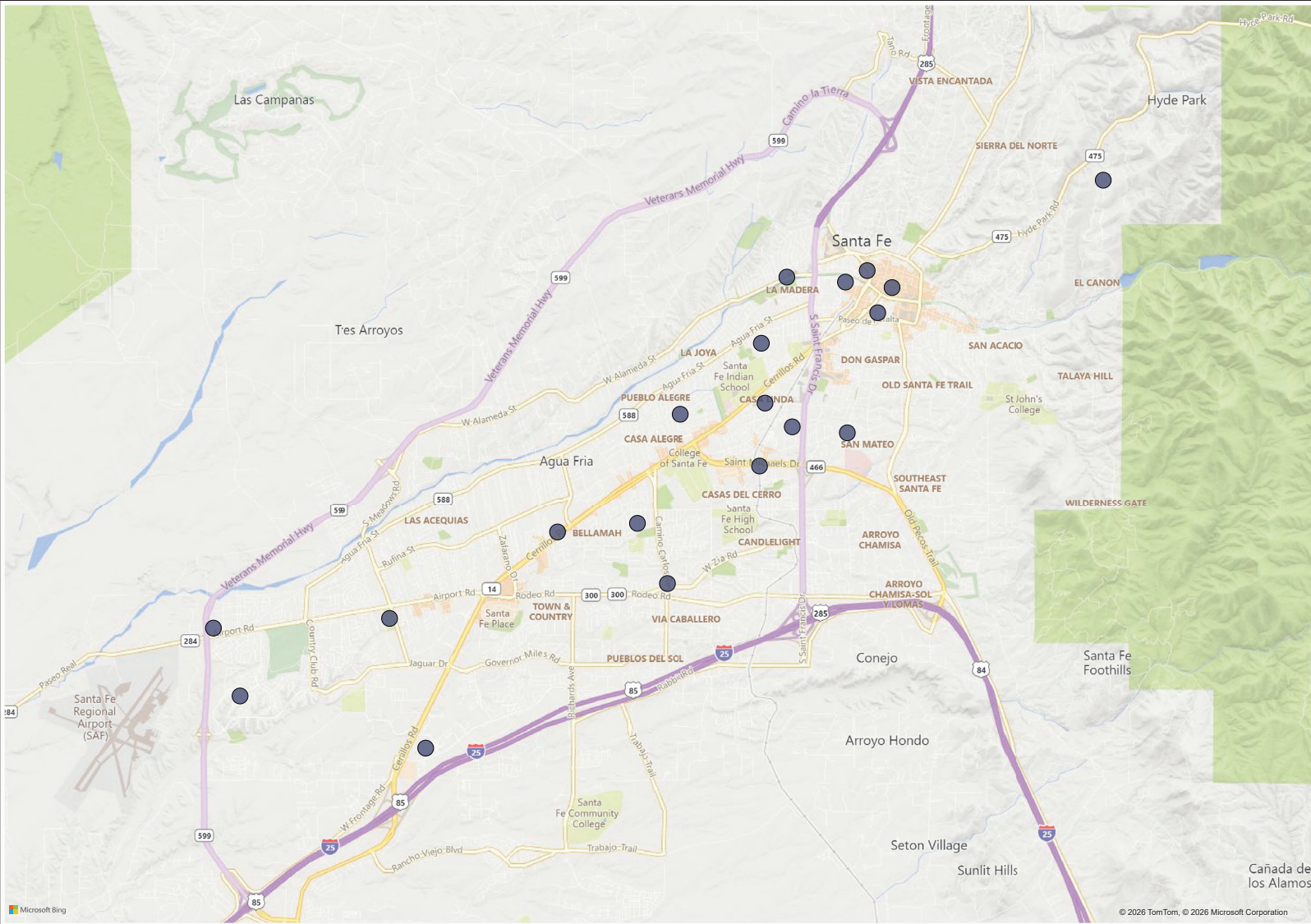
Offense Categories (NIBRS) - Attempted

Completion ● ATTEMPTED

1



BURGLARY/BREAKING & ENTERING



19 offenses mapped.

21 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calen...)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

ROBBERY

Address:

All

Completion:

All

Reset Filters

Total Offenses

6

Total Incidents (May be Inclusive of Multiple Offenses)

6

Offense Categories (NIBRS) - Completed

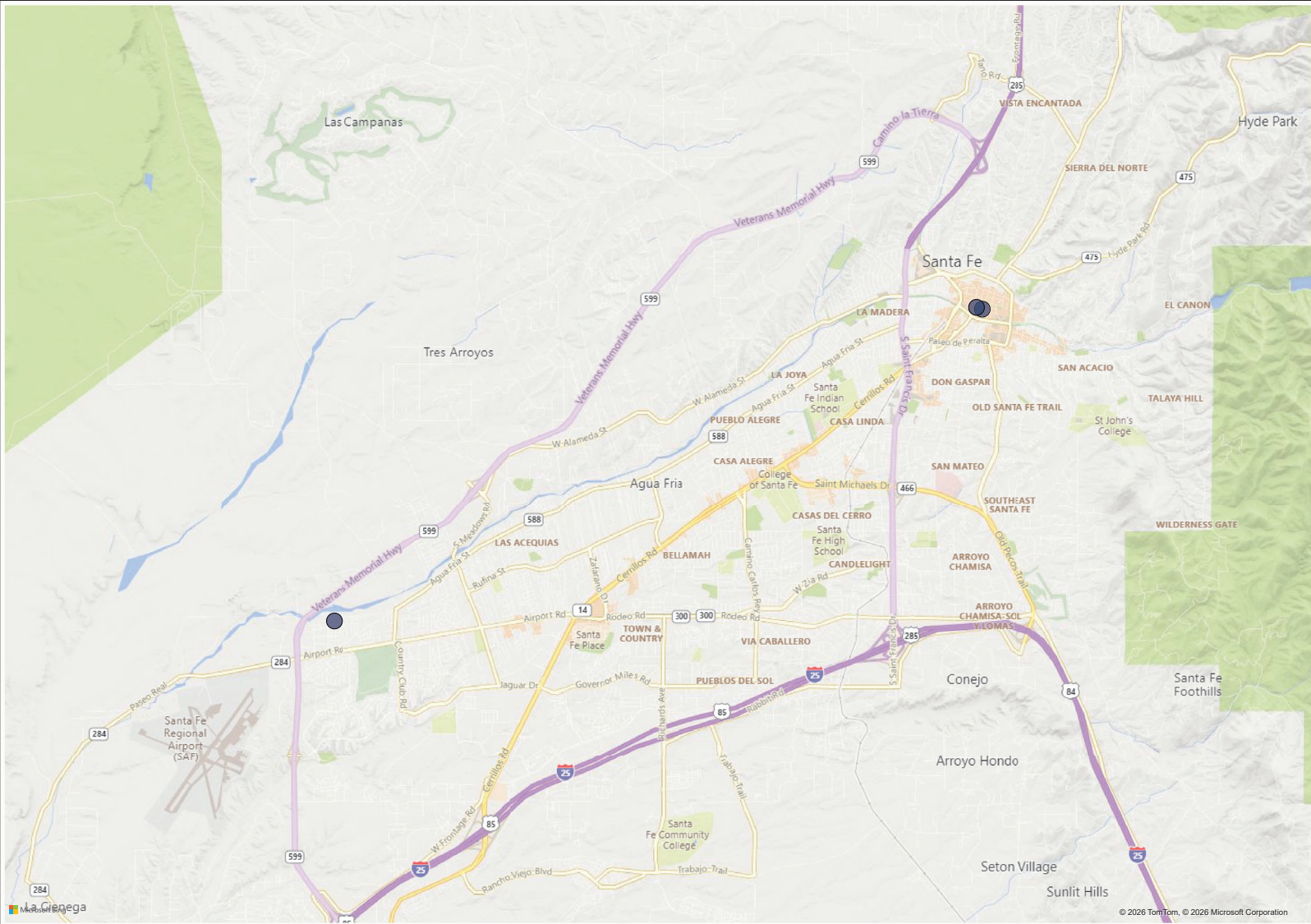
Completion ● COMPLETED

6



ROBBERY

Offense Categories (NIBRS) - Attempted



3 offenses mapped.

3 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calen...)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

SEX OFFENSES

Address:

All

Completion:

All

Reset Filters

Total Offenses

12

Total Incidents (May be Inclusive of Multiple Offenses)

10

Offense Categories (NIBRS) - Completed

Completion ● COMPLETED

10



SEX OFFENSES

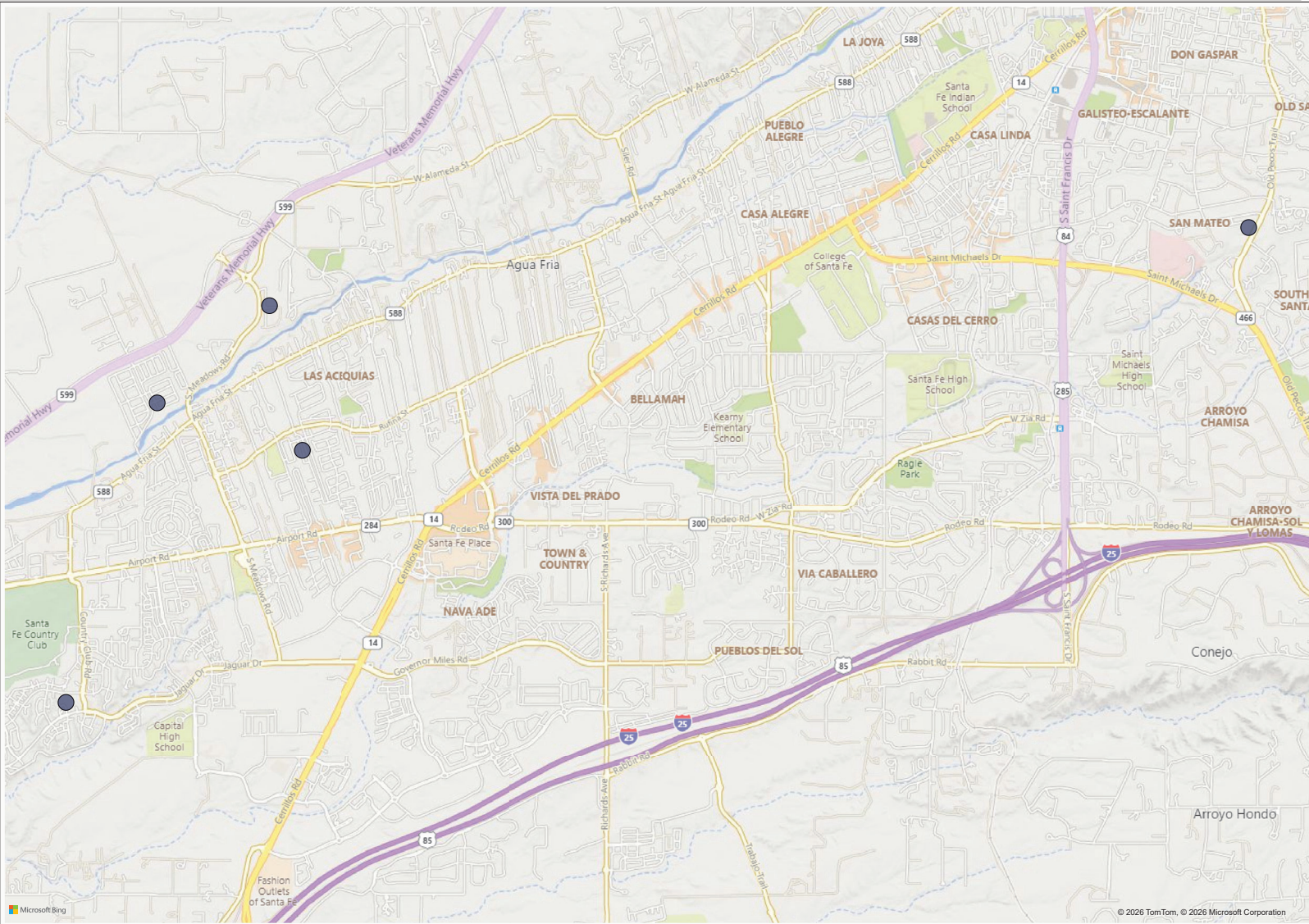
Offense Categories (NIBRS) - Attempted

Completion ● ATTEMPTED

2



SEX OFFENSES



6 offenses mapped.

6 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calen...)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

ARSON

Address:

All

Completion:

All

Reset Filters

Total Offenses

3

Total Incidents (May be Inclusive of Multiple Offenses)

3

Offense Categories (NIBRS) - Completed

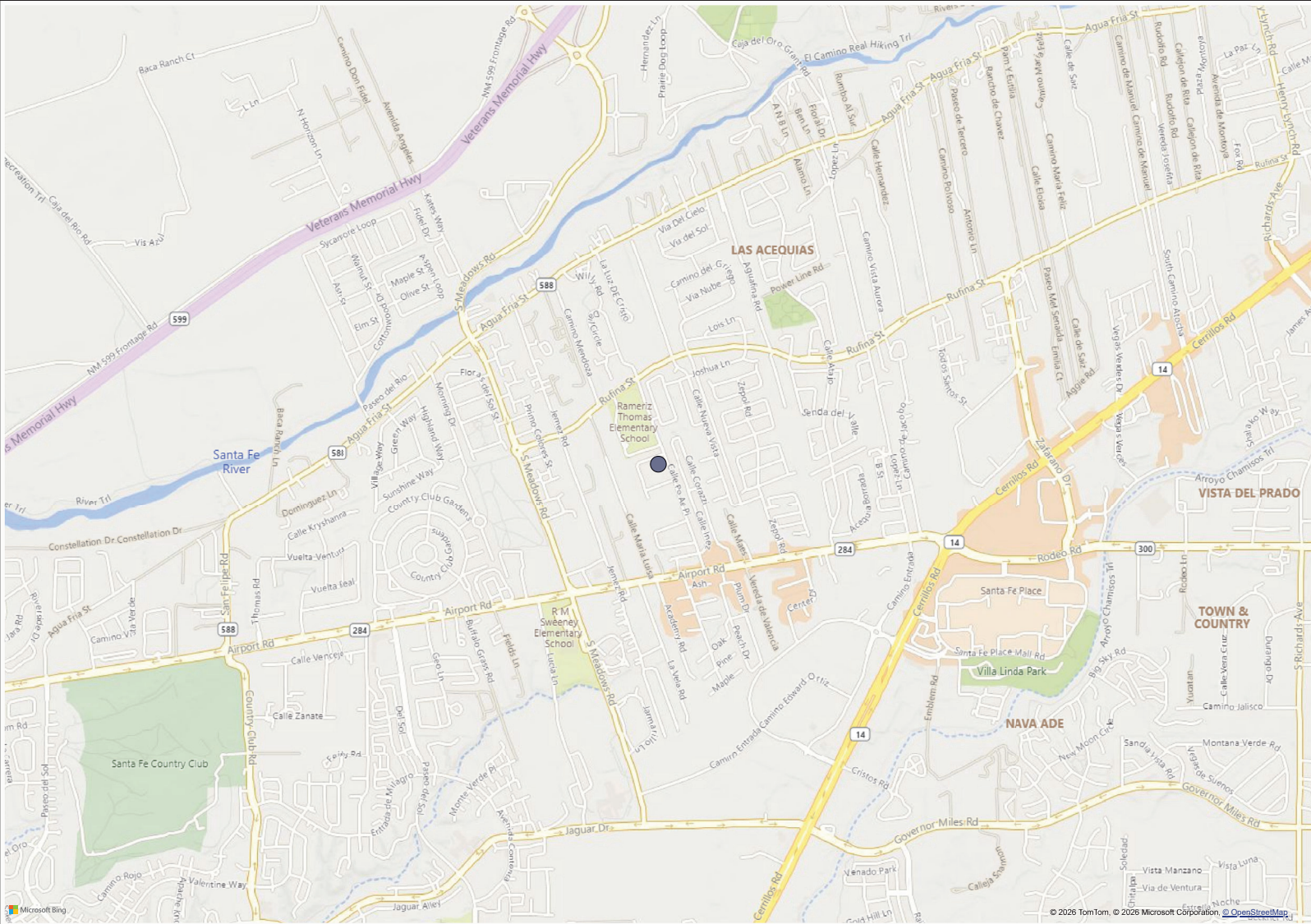
Completion ● COMPLETED

3



ARSON

Offense Categories (NIBRS) - Attempted



1 offenses mapped.

2 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calen...)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

LARCENY/THEFT

Address:

All

Completion:

All

Reset Filters

Total Offenses

164

Total Incidents (May be Inclusive of Multiple Offenses)

164

Offense Categories (NIBRS) - Completed

Completion ● COMPLETED

164



LARCENY/THEFT

Offense Categories (NIBRS) - Attempted

La Tierra

Tano Road

Las Campanas

Tres Arroyos

Agua Fria

LAS ACEQUIAS

Santa Fe Place

Jaguar Dr

Santa Fe

Arroyo Hondo

LA JOYA

CASA ALEGRE

LLAMAH

PURIS DEL SOL

VIA CABALLERO

Arroyo Hondo

LA MADEIRA

CASA LINDA

CASAS DEL CERRO

CONEJO

Arroyo Hondo

SANTA FE

SANTA FE

SANTA FE

SANTA FE

SANTA FE

SANTA FE

SIERRA DEL NORTE

SIERRA DEL NORTE

SIERRA DEL NORTE

SIERRA DEL NORTE

SIERRA DEL NORTE

SIERRA DEL NORTE

HYDE PARK

HYDE PARK

HYDE PARK

HYDE PARK

HYDE PARK

HYDE PARK

Microsoft Bing

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52 offenses mapped.

112 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Santa Fe Crime Map

Adult / Juvenile:

All



Map Status:

All

District:

All

Zone:

All

Sector:

All

Occurred From Created Date:

Last 1 Months (Calendar)



5/1/2026 - 5/31/2026

Switch Map Style (Heat/Point Map)

NIBRS Code:

All

NIBRS Offense:

All

Offense Description:

All

Offense Category:

THEFT FROM MOTOR VEHI...

Address:

All

Completion:

All

Reset Filters

Total Offenses

77

Total Incidents (May be Inclusive of Multiple Offenses)

76

Offense Categories (NIBRS) - Completed

Completion ● COMPLETED

76



THEFT FROM MOTOR VEHICLE

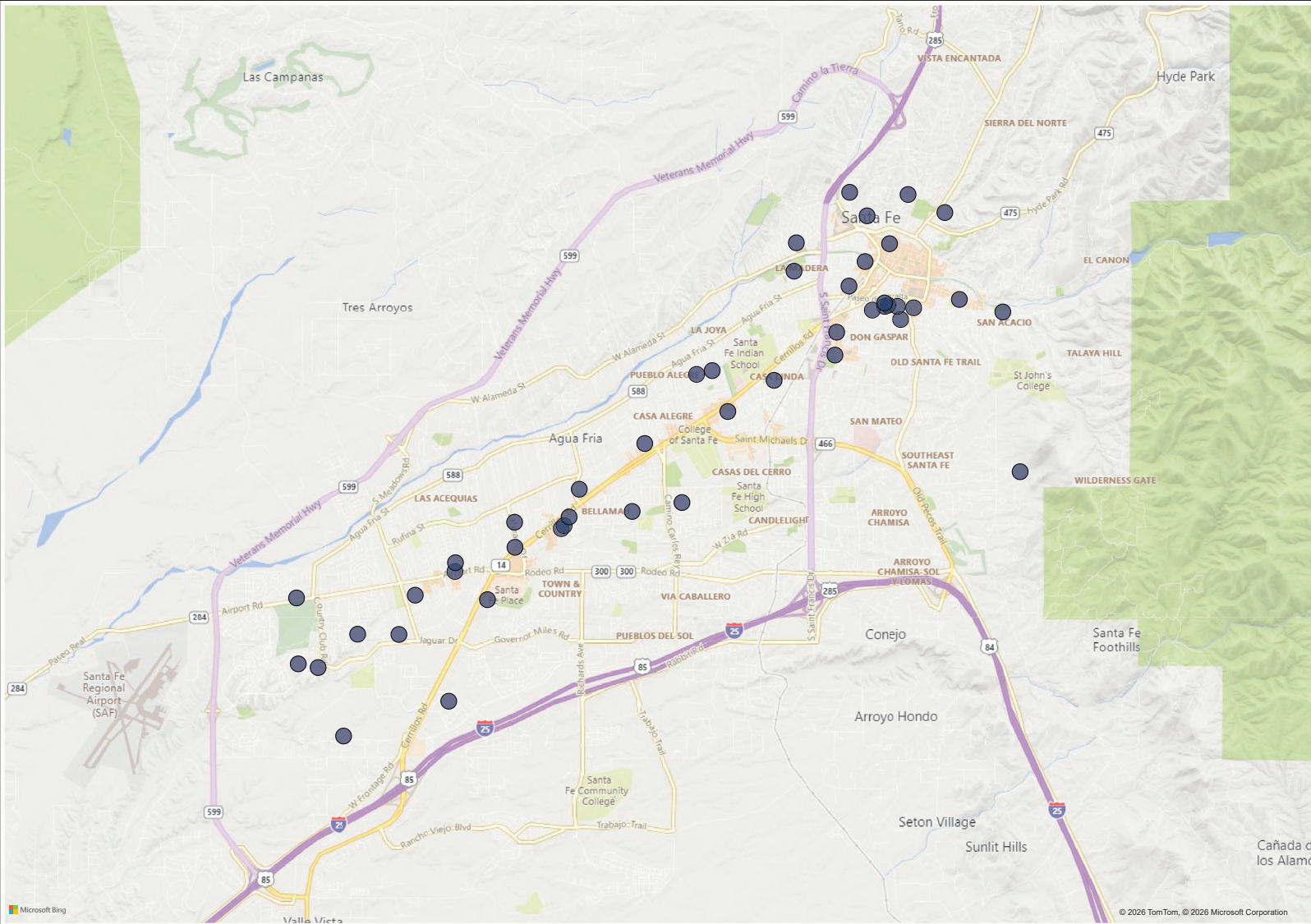
Offense Categories (NIBRS) - Attempted

Completion ● ATTEMPTED

1



THEFT FROM MOTOR VEHICLE



50 offenses mapped.

27 offenses not mapped due to missing and/or incomplete geographic information. Offenses are still counted in other visuals.



Crime Data

01-01-26 to 5-31-26

Base Occurrences

| 2026 | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Homicide Offenses | 2 | 0 | 0 | 1 | 0 | | | | | | | | 3 |
| Robbery | 1 | 3 | 6 | 5 | 6 | | | | | | | | 21 |
| Motor Vehicle Theft | 15 | 11 | 15 | 15 | 23 | | | | | | | | 79 |
| Arson | 5 | 0 | 3 | 1 | 3 | | | | | | | | 12 |
| Sex Offenses, Forcible | 7 | 12 | 7 | 7 | 10 | | | | | | | | 43 |
| Burglary/Breaking & Entering | 35 | 40 | 40 | 37 | 39 | | | | | | | | 191 |
| Larceny/Theft Offenses | 191 | 160 | 174 | 183 | 240 | | | | | | | | 948 |
| Assault Offenses | 152 | 192 | 159 | 136 | 171 | | | | | | | | 810 |

*Counts do not include any events which were reported in December but occurred prior to December due to the integration of RMS data to AXON.

| | Prior Month Changes | | |
|------------------------------|---------------------|-----|---------|
| | APRIL | MAY | Changes |
| Homicide Offenses | 1 | 0 | 0.00% |
| Robbery | 5 | 6 | 20.00% |
| Motor Vehicle Theft | 15 | 23 | 53.33% |
| Arson | 1 | 3 | 200.00% |
| Sex Offenses, Forcible | 7 | 10 | 42.86% |
| Burglary/Breaking & Entering | 37 | 39 | 5.41% |
| Larceny/Theft Offenses | 183 | 240 | 31.15% |
| Assault Offenses | 136 | 171 | 25.74% |

| | YTD - Year to Year Changes | | |
|------------------------------|----------------------------|------|---------|
| | 2025 | 2026 | Changes |
| Homicide Offenses | 3 | 3 | 0.00% |
| Robbery | 27 | 21 | -22.22% |
| Motor Vehicle Theft | 201 | 79 | -60.70% |
| Arson | 12 | 12 | 0.00% |
| Sex Offenses, Forcible | 43 | 43 | 0.00% |
| Burglary/Breaking & Entering | 246 | 191 | -22.36% |
| Larceny/Theft Offenses | 1119 | 948 | -15.28% |
| Assault Offenses | 958 | 810 | -15.45% |

| RESPONSE TIMES - Monthly Changes | | | |
|---------------------------------------|---------|---------|---------|
| Average Time - Call Start to Dispatch | | | |
| | APRIL | MAY | Changes |
| Priority 1 | 0:03:32 | 0:08:01 | 126.89% |
| Priority 2 | 0:04:14 | 0:16:36 | 292.13% |
| Priority 3 | 0:07:31 | 0:23:55 | 218.18% |

| RESPONSE TIMES - Monthly Changes | | | |
|------------------------------------|---------|---------|---------|
| Average Time - Dispatch to Arrival | | | |
| | APRIL | MAY | Changes |
| Priority 1 | 0:11:43 | 0:06:42 | -42.82% |
| Priority 2 | 0:11:26 | 0:07:17 | -36.30% |
| Priority 3 | 0:04:15 | 0:06:13 | 46.27% |

| | 2025 | 2026 | Changes |
|---------------|------|------|---------|
| Overall Total | 2609 | 2107 | -19.24% |

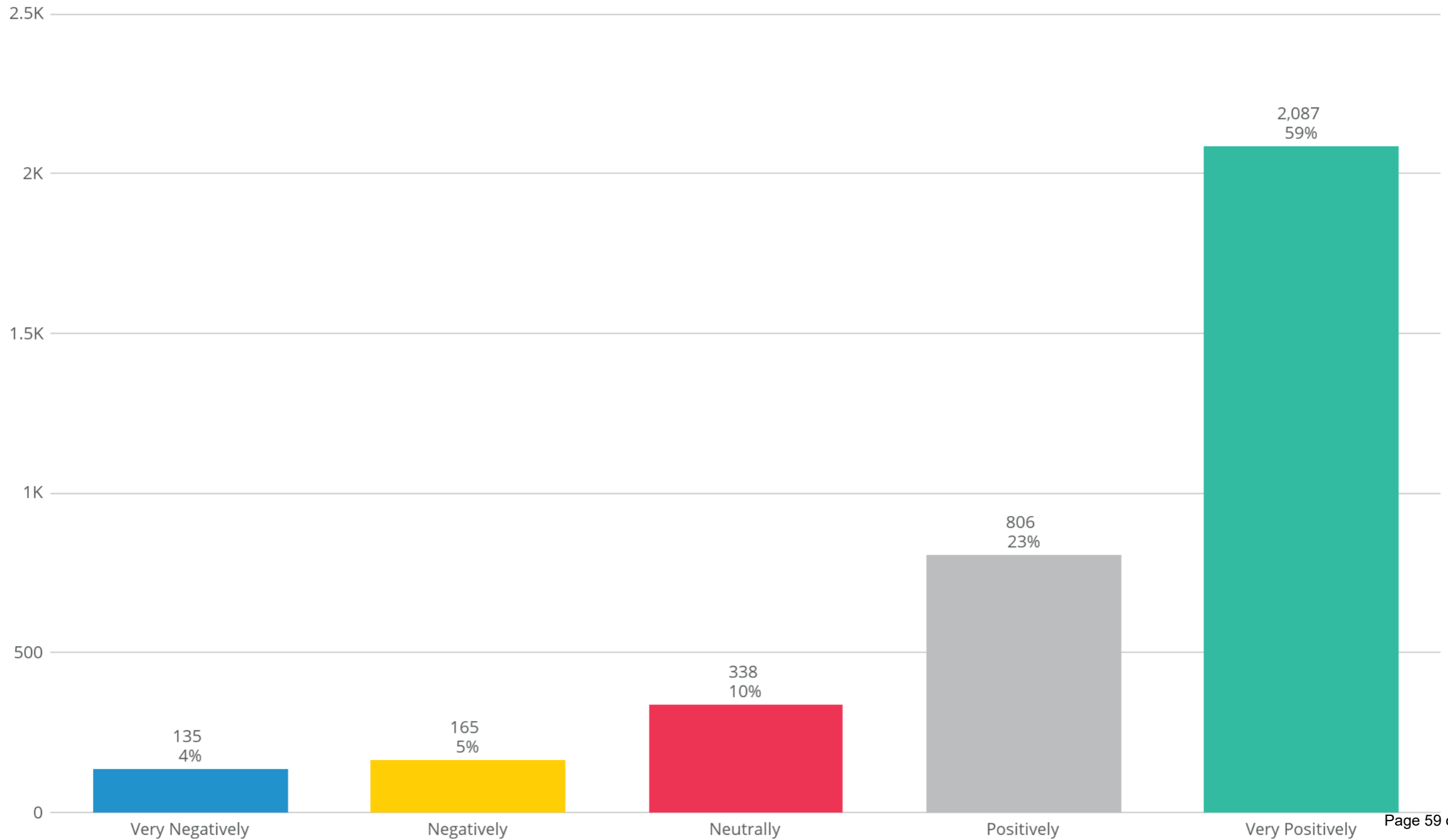
**denotes an increase

*Added January 2026

| CALLS FOR SERVICE | | | |
|-------------------|-------|------|---------|
| Monthly Changes | | | |
| | APRIL | MAY | Changes |
| Dispatched | 4178 | 4279 | 2.42% |
| Self Initiated | 2567 | 2690 | 4.79% |
| Report Only | 41 | 50 | 21.95% |
| Total | 6786 | 7019 | 3.43% |

Based on your interaction, how do you view the Santa Fe Police Department?

Jun 1, 2025 - May 31, 2026



Number of Responses - Month over Month

Last 30 Days

Number of Responses

298

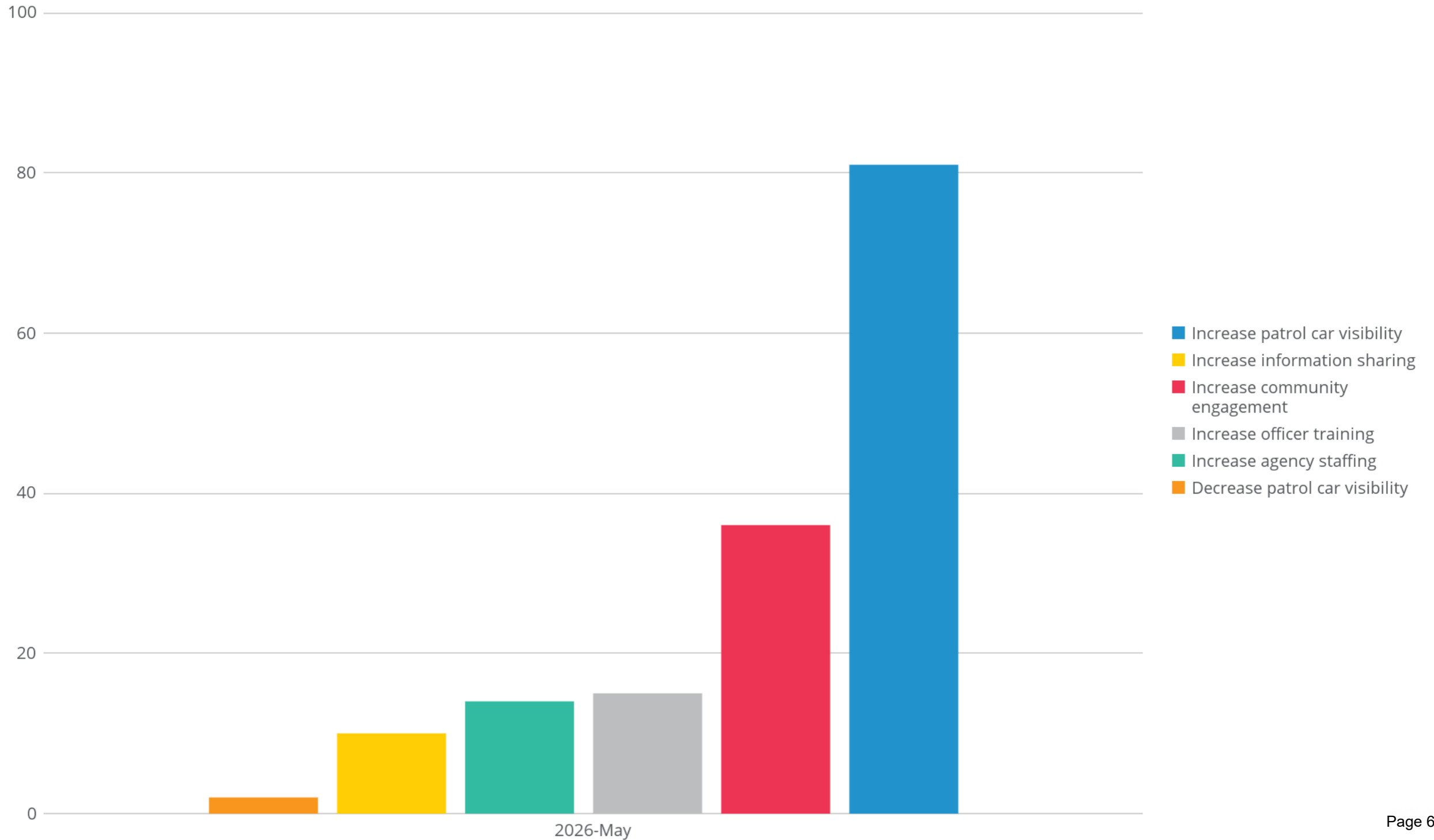
(Last 30 days vs 60 days ago)

Prior Month 287

↑ 3.83%

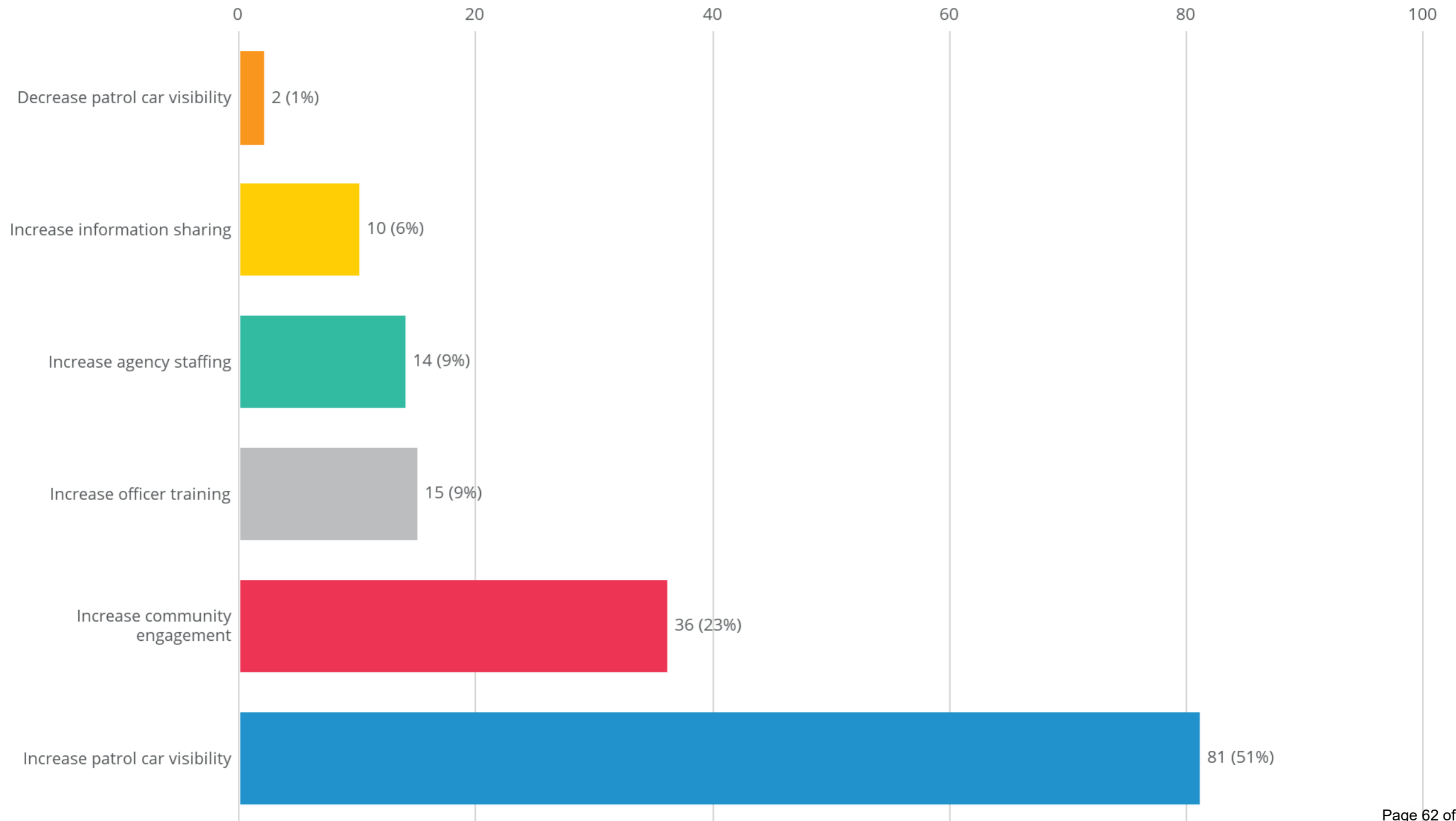
Community Requests

May 1, 2026 - May 31, 2026, by Month



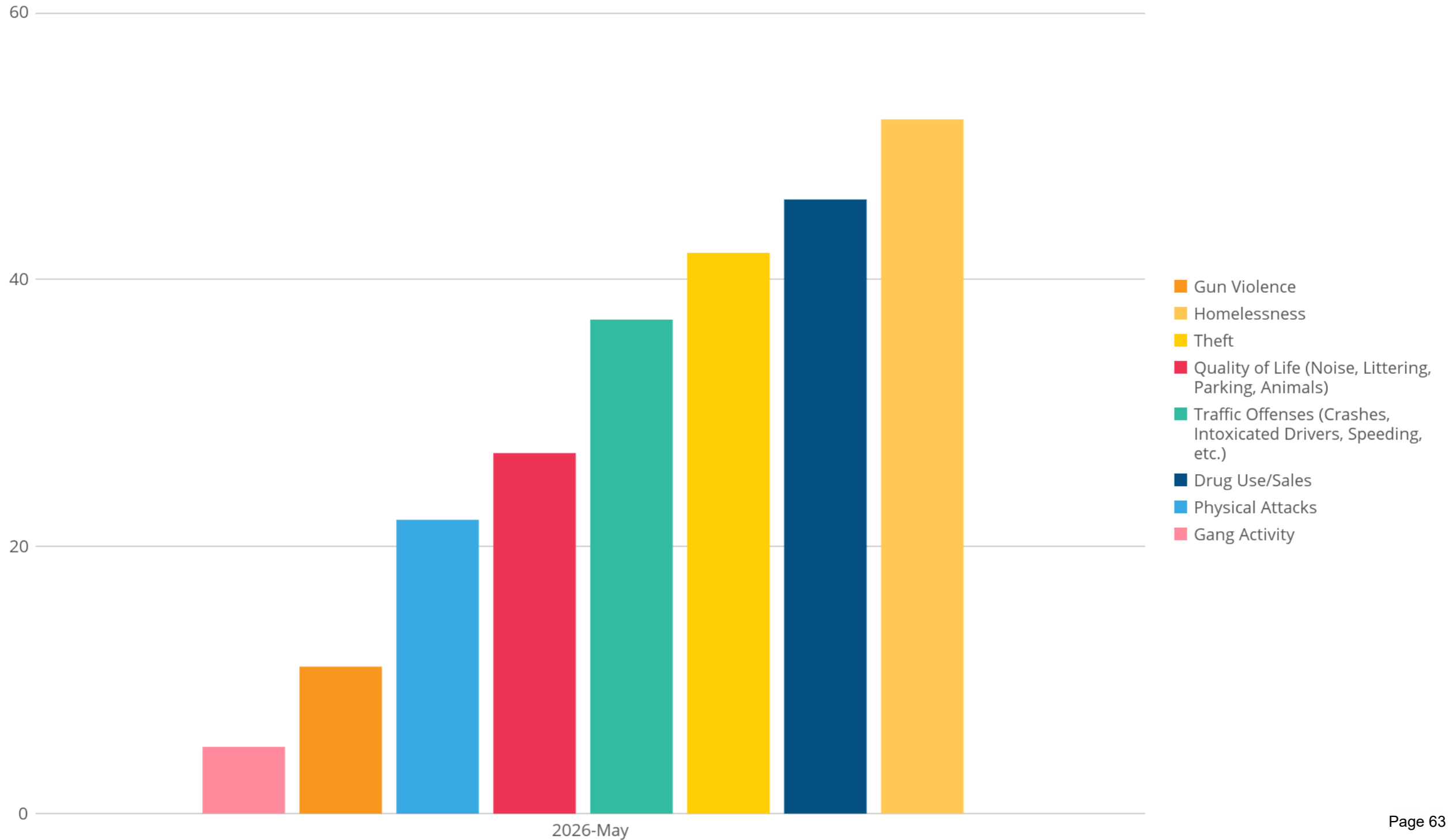
What would you most like Santa Fe PD to do to improve safety in your community?

May 1, 2026 - May 31, 2026



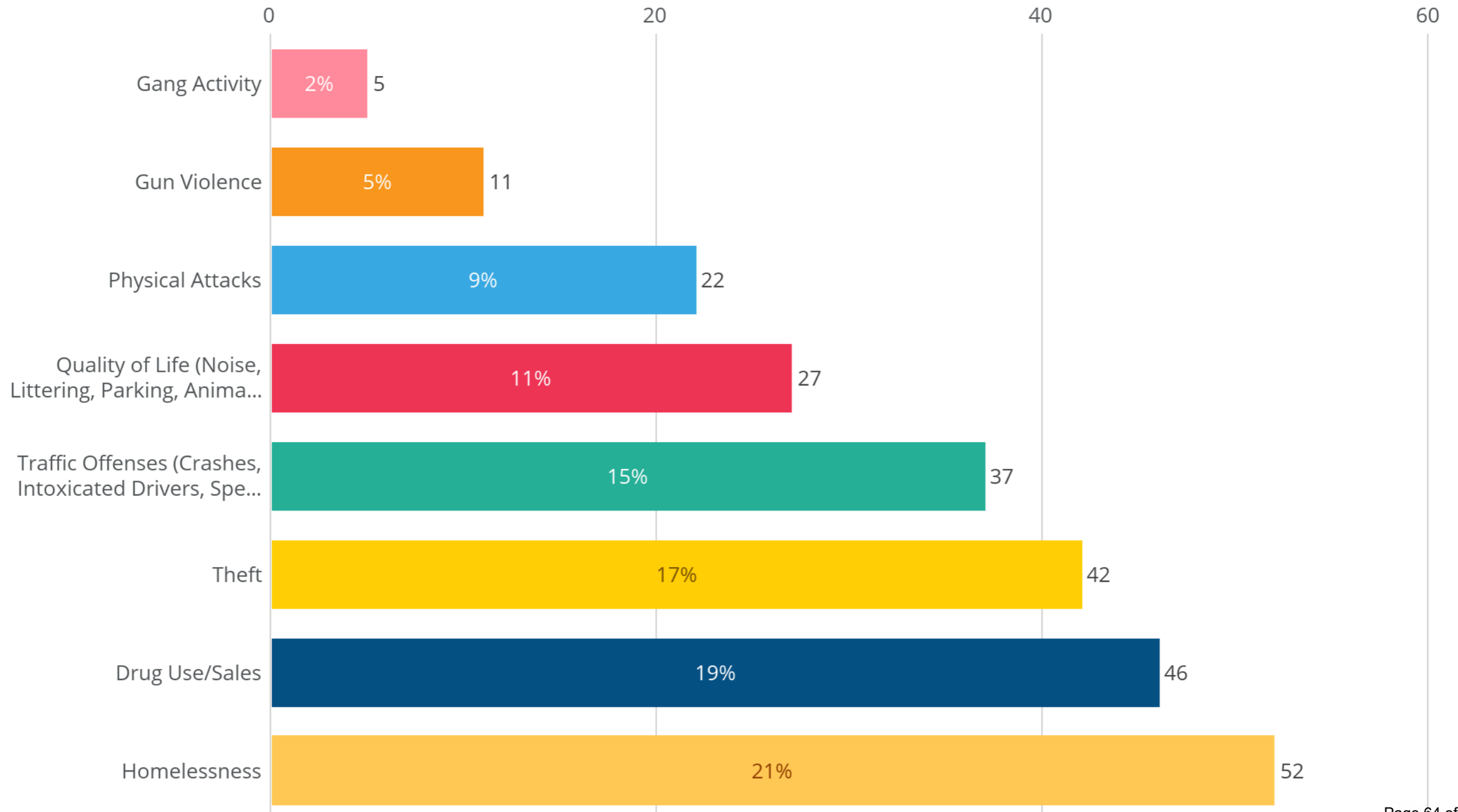
Community Concerns

May 1, 2026 - May 31, 2026, by Month



What is your top safety concern in your community?

May 1, 2026 - May 31, 2026

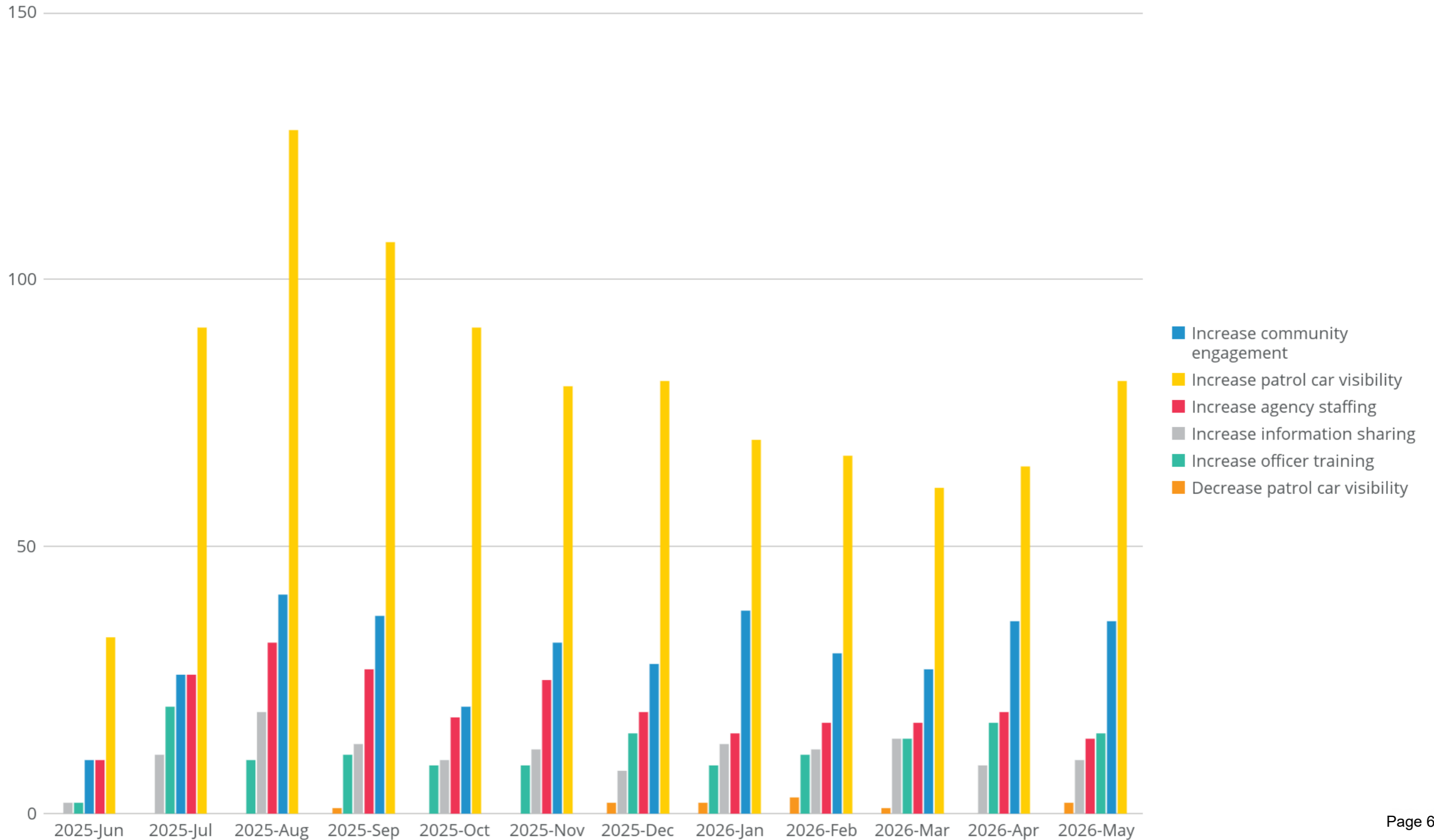


Month to Month Comparison

June 2025- May 2026

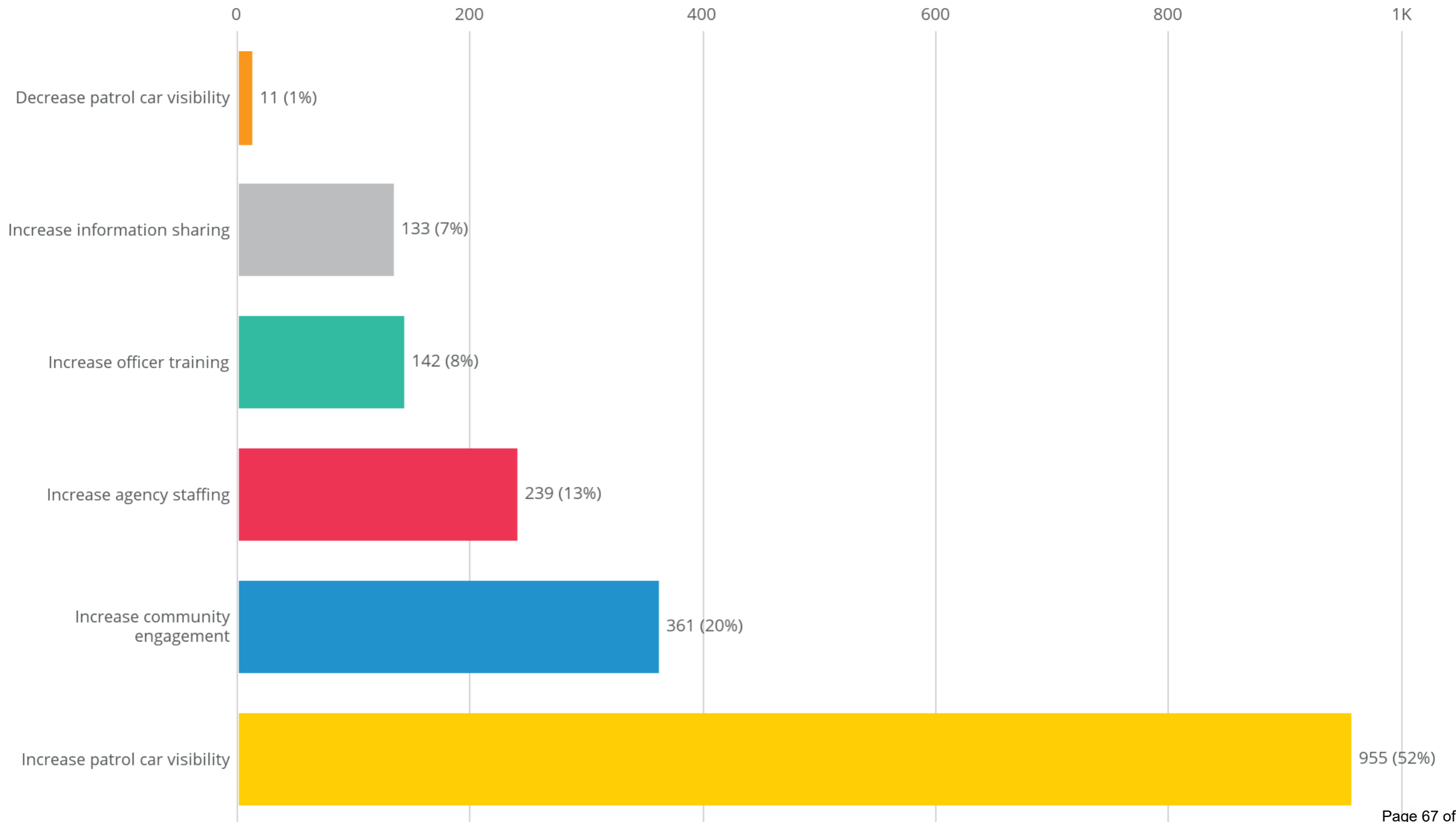
Community Requests

Jun 1, 2025 - May 31, 2026, by Month



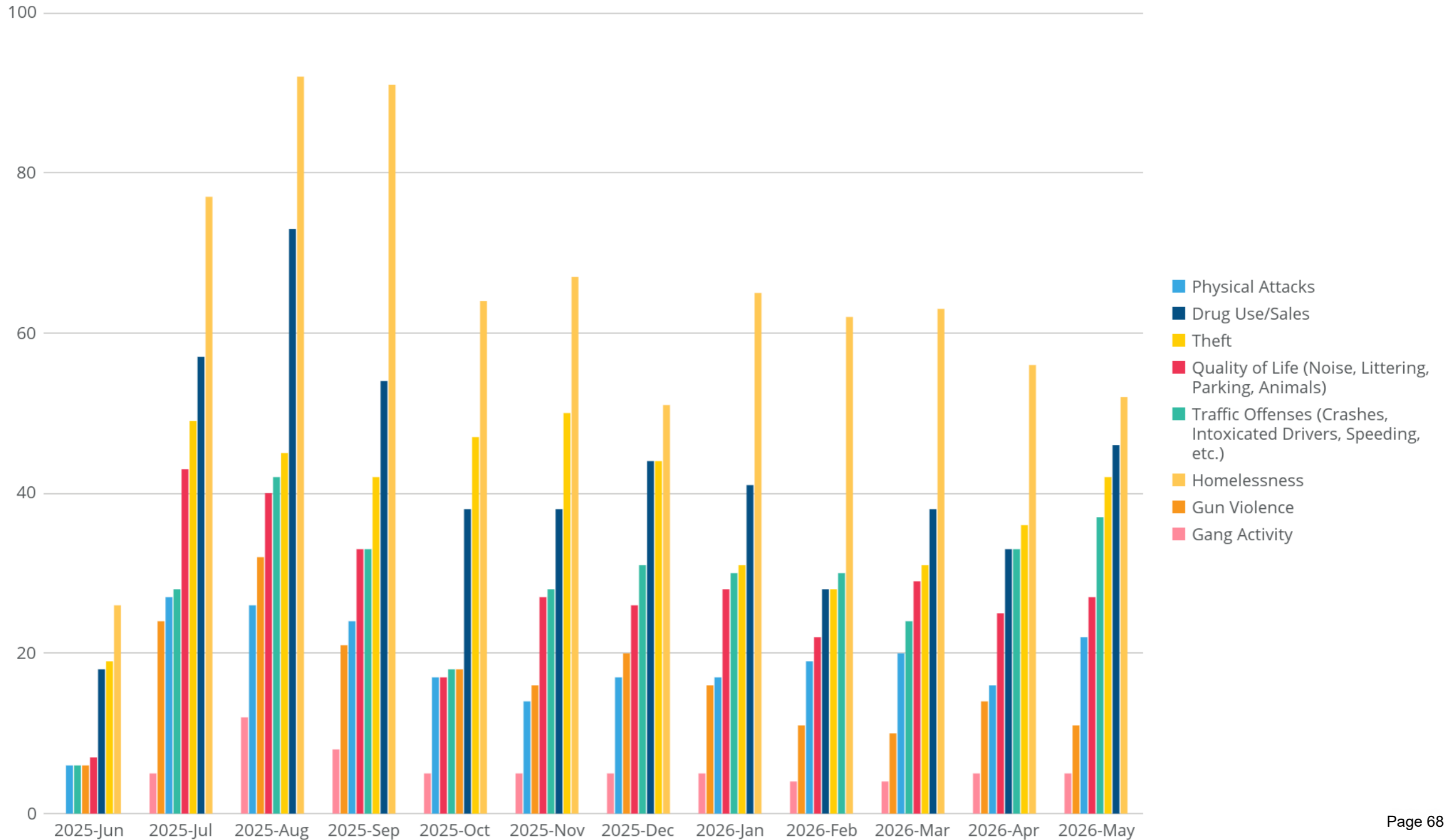
What would you most like Santa Fe PD to do to improve safety in your community?

Jun 1, 2025 - May 31, 2026



Community Concerns

Jun 1, 2025 - May 31, 2026, by Month



What is your top safety concern in your community?

Jun 1, 2025 - May 31, 2026

