

**AMENDMENT NO. 3  
TO  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN SANTA FE COUNTY AND  
THE SANTA FE COUNTY FIREFIGHTERS ASSOCIATION, LOCAL 4366,  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

**THIS AMENDMENT** is made and entered into as of this 9<sup>th</sup> day of June 2015, by and between **Santa Fe County**, a political subdivision of the State of New Mexico (hereinafter referred to as “the County”) and **the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters** (herein referred to as “the Union”).

**WHEREAS**, the County and the Union entered into the Collective Bargaining Agreement effective November 13, 2013 to August 30, 2015;

**WHEREAS**, on July 30, 2013 the parties entered into Amendment No. 1 to the Collective Bargaining Agreement in order to increase employer contributions to insurance premiums;

**WHEREAS**, on June 27, 2014 the parties entered into Amendment No. 2 to the Collective Bargaining Agreement in order to increase employer contributions to insurance premiums as both parties agreed that although Article 23, Insurance, was not open for renegotiation, they desired to have bargaining unit members receive the benefit of increased employer contributions to insurance premiums which will be provided to non-bargaining unit employees of Santa Fe County; and

**WHEREAS**, Article 29, Wages states each party reserves the right to re-open one (1) financial article no earlier than September 1, 2014;

**WHEREAS**, both parties agree that training is a very important component of daily operations and growth of employees and should form the basis for the amendment to the Collective Bargaining Agreement resulting from the re-opening of a financial article pursuant to Article 29, Wages.

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

1. **ARTICLE 29: WAGES** is hereby amended to add the following subsection:

“E. Eight (8) hours of additional training will be offered to all bargaining unit members to be completed by June 30, 2015.”

2. All other provisions of the Collective Bargaining Agreement not specifically deleted, replaced or amended by Amendment No. 1, Amendment No. 2, and this Amendment No. 3 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

**SANTA FE COUNTY**

  
\_\_\_\_\_  
Robert A. Anaya, Chairperson

6/9/15  
Date

**ATTEST:**

  
\_\_\_\_\_  
Geraldine Salazar, Santa Fe County Clerk

6-9-2015  
Date

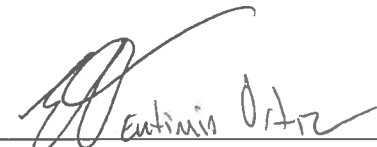


**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Gregory S. Shaffer, Santa Fe County Attorney

6-1-15  
Date

**SANTA FE COUNTY FIREFIGHTERS ASSOCIATION, LOCAL 4366, IAFF:**

  
\_\_\_\_\_  
Pedro Nandino, Union President

6/2/2015  
Date