1	CITY OF SANTA FE, NEW MEXICO
2	RESOLUTION NO. 2011-21
3	INTRODUCED BY:
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10	A RESOLUTION
11	REPEALING RESOLUTION NO. 2008-15 THAT RECOGNIZED AND AWARDED
12	PUBLIC SERVICE TENURE BY NON-BARGAINING UNIT EMPLOYEES WITH 23 OR
13	MORE YEARS OF PUBLIC SAFETY SERVICE WITH THE SANTA FE POLICE OR
14	FIRE DEPARTMENT OR NON-BARGAINING UNIT EMPLOYEES WITH 27 OR MORE
15	YEARS OF SERVICE WITH OTHER CITY OF SANTA FE DEPARTMENTS; AND THAT
16	PROVIDED FOR AN ACCELERATED RETIREMENT BENEFIT FOR PUBLIC SAFETY
17	NON-BARGAINING UNIT EMPLOYEES THAT IS COMPARABLE WITH POLICE AND
18	FIRE COLLECTIVE BARGAINING AGREEMENTS.
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20	WHEREAS, on January 30, 2008, the Governing Body adopted Resolution No. 2008-15
21	that approved the following policy:
22	1. Non-bargaining unit employees who retire from the City of Santa Fe with 23 or
23	more years of service with the Santa Fe Police or Fire Department or 27 or more years of service
24	with other City departments shall be entitled to receive one-for-one sick leave buyback of accrued

sick leave upon separation of their employment with the City of Santa Fe.

1	2. Non-bargaining unit employees who have completed twelve (12) years of
2	continuous employment with the Police Department shall be entitled to use sick leave at a ratio of
3	one day for one day of sick leave up to a maximum of 1,040 hours and an additional 1,100 hours
4	of sick leave at a ratio of 1 day for 2 days of sick leave up to a maximum of 2,140 hours in order
5	to realize accelerated retirement which is comparable with the Santa Fe Police Department
6	Collective Bargaining Agreement.
7	3. Non-bargaining unit employees who have completed ten consecutive years of
8	employment with the Fire Department shall be entitled to utilize 1000 hours of accrued sick leave
9	at one hour for one hour at the time of retirement. Remaining hours shall be used at a rate of one
10	hour for each two hours of accrued sick leave which is comparable with the Santa Fe Fire
11	Department Collective Bargaining Agreement.
12	WHEREAS, the cost of implementing this policy exceeds the city's limited resources.
13	NOW, THERFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE
14	CITY OF SANTA FE that Resolution No. 2008-15 is repealed.
15	AND BE IT FURTHER RESOLVED that staff shall revise the personnel policies and
16	procedures accordingly.
17	AND BE IT FURTHER RESOLVED that this resolution shall be effective July 1,
18	2011.
19	PASSED, APPROVED and ADOPTED this 30 th day of March, 2011.
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22	ATTEST: DAVID COSS, MAYOR
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25	VOLANDA V WIGIL OTY CLERK

APPROVED AS TO FORM:

GENO ZAMORA, CITY ATTORNEY

Jp/ca/jpmb/2011 res/public service tenure repeal