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CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2011-22

INTRODUCED BY:

- Councilor Ortiz
- Councilor Bushee
- Councilor Calvert
- Councilor Dominguez
- Councilor Trujillo
- Councilor Romero
- Councilor Chavez
- Councilor Wurzbarger

A RESOLUTION

**AMENDING THE CITY OF SANTA FE *PERSONNEL RULES AND REGULATIONS* BY
CAPPING SICK LEAVE BALANCES FOR ACCELERATED RETIREMENT.**

WHEREAS, the City of Santa Fe has to be fiscally responsible in the current economic environment; and

WHEREAS, the City Manager has presented fiscal information concerning the financial impact of the current policies concerning sick leave accumulation, and

WHEREAS, because of excessive accumulations of sick leave by City employees, the City of Santa Fe has had to double fill positions and not fill positions; and

WHEREAS, the City provides its employees with sick leave as an employee benefit for the purpose of maintaining a healthy and productive work force; and

WHEREAS, the City needs to be efficient and accountable to the public in providing public services; and in the use of taxpayer monies for such services.

**NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE
CITY OF SANTA FE** that the Governing Body hereby amends the *City of Santa Fe Personnel*

1 *Rules and Regulations ("Rules")* in the following manner:

- 2 1. Section 13.30, entitled "Sick Leave," Paragraph H. is repealed and a new
3 Paragraph H. shall read:

4 H. Sick Leave Use for Accelerated Retirement – Effective July 8, 2011.

- 5 1. The number of sick leave hours an employee may use for
6 accelerated retirement is:

- 7 (a) Calculated using the employee's sick leave balance, in
8 excess of six hundred (600) hours, as of the date of
9 retirement; and shall not exceed up to one-half (1/2) of
10 800 sick leave hours, capped at four hundred (400) hours
11 of accelerated retirement leave; and/or
12 (b) One-half (1/2) of the sick leave hours balance that the
13 employee had accumulated as of the pay period ending
14 on July 8, 2011 and indicated on the employee's pay
15 stub dated July 8, 2011 as long as the employee
16 maintains such balance from July 8, 2011 to the date of
17 retirement.

- 18 2. Any employee may realize accelerated retirement if the
19 following criteria are met:

- 20 (a) An employee must state in writing his/her intention to
21 retire to the Director.
22 (b) An employee shall not experience any type of salary rate
23 increase during the period of accelerated retirement
24 leave.
25 (c) Should an employee change his/her mind during this

1 period he/she shall reimburse the City for monies paid in
2 full.

3 2. Section 13.31, entitled "Exempt Sick Leave," Paragraph F. is repealed and a new
4 Paragraph F. shall read:

5 F. Sick Leave Use for Accelerated Retirement – Effective July 8, 2011.

6 1. The number of sick leave hours an employee may use for
7 accelerated retirement is:

8 (a) Calculated using the employee's sick leave balance, in
9 excess of six hundred (600) hours, as of the date of
10 retirement; and shall not exceed up to one-half (1/2) of
11 800 sick leave hours, capped at four hundred (400) hours
12 of accelerated retirement leave; and/or

13 (b) One-half (1/2) of the sick leave hours balance that the
14 employee had accumulated as of the pay period ending
15 on July 8, 2011 and indicated on the employee's pay
16 stub dated July 8, 2011 as long as the employee
17 maintains such balance from July 8, 2011 to the date of
18 retirement.

19 2. Any employee may realize accelerated retirement if the
20 following criteria are met:

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22 retire to the Director.

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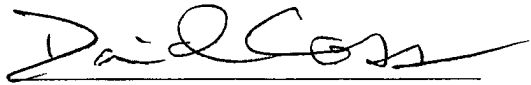
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(c) Should an employee change his/her mind during this period he/she shall reimburse the City for monies paid in full.

BE IT FURTHER RESOLVED that the City Manager is directed to review existing administrative policies related to sick leave for accelerated retirement and make the necessary changes to such policies that are in conflict with this Resolution.

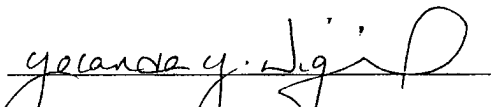
BE IT FURTHER RESOLVED that to the extent such amendments to the *Rules* result in different accumulation for bargaining unit employees, the City Manager shall calculate the estimated fiscal impact for all collective bargaining units to maintain the existing accumulation policy and provide such findings to each of the collective bargaining units and to the governing body.

PASSED, APPROVED and ADOPTED this 30th day of March, 2011.

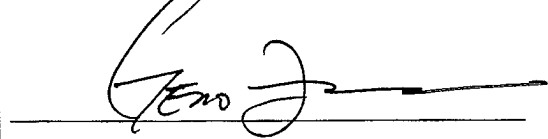


DAVID COSS, MAYOR

ATTEST:


YOLANDA VIGIL, CITY CLERK

APPROVED AS TO FORM:


GENO ZAMORA, CITY ATTORNEY