

CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2008-15

INTRODUCED BY:



A RESOLUTION

RECOGNIZING AND AWARDED PUBLIC SERVICE TENURE BY NON-BARGAINING  
UNIT EMPLOYEES WITH 23 OR MORE YEARS OF PUBLIC SAFETY SERVICE WITH  
THE SANTA FE POLICE OR FIRE DEPARTMENT OR NON-BARGAINING UNIT  
EMPLOYEES WITH 27 OR MORE YEARS OF SERVICE WITH OTHER CITY OF  
SANTA FE DEPARTMENTS; PROVIDING AN ACCELERATED RETIREMENT  
BENEFIT FOR PUBLIC SAFETY NON-BARGAINING UNIT EMPLOYEES THAT IS  
COMPARABLE WITH POLICE AND FIRE COLLECTIVE BARGAINING  
AGREEMENTS; AND CREATING A NEW PERSONNEL RULE TO BE CONSISTENT  
WITH THIS RESOLUTION.

**WHEREAS**, the governing body wishes to recognize those non-bargaining unit  
employees who have worked for the City of Santa Fe for 23 or more years with the Santa Fe  
Police or Fire Department or 27 or more years of service with other City of Santa Fe departments;  
and

**WHEREAS**, Rule 13-30 of the *City of Santa Fe Personnel Rules and Regulations*

1 provides for yearly sick leave buy back and accelerated retirement through the use of sick leave  
2 upon meeting certain criteria; and

3 **WHEREAS**, the collective bargaining agreements for the City's three collective  
4 bargaining units also provide for yearly sick leave buyback and accelerated retirement through  
5 the use of sick leave upon meeting certain criteria; and

6 **WHEREAS**, the Governing Body desires to award non-bargaining unit public safety  
7 employees with the same accelerated retirement benefits that are comparable to the Police and  
8 Fire collective bargaining unit agreements.

9 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**  
10 **CITY OF SANTA FE** that non-bargaining unit employees who retire from the City of Santa Fe  
11 with 23 or more years of service with the Santa Fe Police or Fire Department or 27 or more years  
12 of service with other City departments shall be entitled to receive one-for-one sick leave buyback  
13 of accrued sick leave upon separation of their employment with the City of Santa Fe.

14 **AND BE IT FURTHER RESOLVED** that non-bargaining unit employees who have  
15 completed twelve (12) years of continuous employment with the Police Department shall be  
16 entitled to use sick leave at a ratio of one day for one day of sick leave up to a maximum of 1,040  
17 hours and an additional 1,100 hours of sick leave at a ratio of 1 day for 2 days of sick leave up to  
18 a maximum of 2,140 hours in order to realize accelerated retirement which is comparable with  
19 the Santa Fe Police Department Collective Bargaining Agreement.

20 **AND BE IT FURTHER RESOLVED** that non-bargaining unit employees who have  
21 completed ten consecutive years of employment with the Fire Department shall be entitled to  
22 utilize 1000 hours of accrued sick leave at one hour for one hour at the time of retirement.  
23 Remaining hours shall be used at a rate of one hour for each two hours of accrued sick leave  
24 which is comparable with the Santa Fe Fire Department Collective Bargaining Agreement.

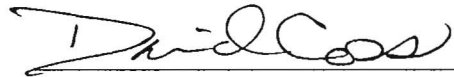
25 **AND BE IT FURTHER RESOLVED** that city staff is directed to take necessary steps

1 to implement this resolution, including the creation of a new personnel rule to reflect the sick  
2 leave buyback and accelerated retirement benefits outlined in this resolution.

3 **AND BE IT FURTHER RESOLVED** that accelerated retirement contracts entered into  
4 between December 12, 2007 and the date of adoption of this resolution may be amended to reflect  
5 the above policies.

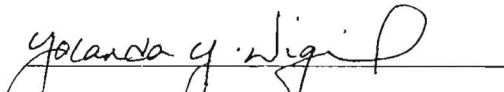
6 **AND BE IT FURTHER RESOLVED** that the governing body shall review this  
7 resolution one year after its adoption.

8 PASSED, APPROVED and ADOPTED this 30th day of January, 2008.

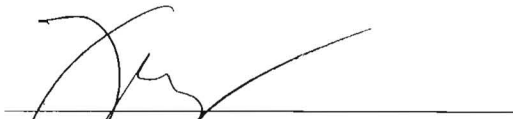
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11 DAVID COSS, MAYOR

12 ATTEST:

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14   
15 YOLANDA Y. VIGIL, CITY CLERK

16  
17 APPROVED AS TO FORM:

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19  
20 FRANK D. KATZ, CITY ATTORNEY