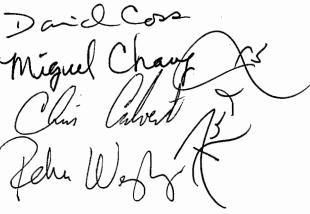
CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2007-117

INTRODUCED BY:



A RESOLUTION

AUTHORIZING PAY INCREASES OF UP TO 2.81% TO THOSE MANAGEMENT AND CONFIDENTIAL EMPLOYEES WHO RECEIVED NO PAY INCREASE OR WHO RECEIVED LESS THAN A 2.81% PAY INCREASE FOR FISCAL YEAR 2007/08, EFFECTIVE THE FIRST PAY PERIOD IN DECEMBER 2007.

WHEREAS, for FY 2007/08, the governing body authorized pay increases for management and confidential employees of between 0% and 4% effective July 1, 2007 based upon each employee's salary level; and

WHEREAS, on July 1, 2007, there were a total of 239 management and confidential employees of which 25% received the 4% increase in pay; 49% received a 2% increase in pay; and the remaining 26% received no pay increase; and

WHEREAS, overall, 75% of the management and confidential employees did not receive any increase and/or the percent of pay increase fell below the prevailing national and/or regional consumer price index (CPI) for 2007 of 2.76% (national) and 2.81% (regional) and conversely; and

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WHEREAS, the cost of this increase and is significantly less than the budgeted amount of 4% in the FY 2007/08 budget approved by the governing body, so therefore, there is no additional fiscal impact expected if the governing body approves the additional pay increases for management and confidential employees.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF SANTA FE that pay increases are authorized of up to 2.81% to those management and confidential employees (hired on or before July 13, 2006) who received no pay increase or who received less than a 2.81% pay increase for fiscal year 2007/08, effective the first pay period in December 2007.

AND BE IT FURTHER RESOLVED that the City Manager shall evaluate the performance of division directors and department directors and report to the Governing Body the results of such performance evaluations no later than March 1, 2008.

AND BE IT FURTHER RESOLVED that the city manager, beginning in FY 2008/09 and effective July 1, 2008, will utilize a performance evaluation system to award merit increases to management and confidential employees.

AND BE IT FURTHER RESOLVED that the classification and compensation study should be completed by the end of the fiscal year starting with the management and confidential employees.

PASSED, APPROVED, and ADOPTED this 12th day of December, 2007.

DAVID COSS, MAYOR

Jp/N drive/2007 res/management and confidential pay increase