



RESOLUTION 08-42

A RESOLUTION OF THE TOWN COUNCIL RECOGNITION OF ANNIVERSARY DATES AND AUTHORIZING THE SALARY AND BENEFITS PACKAGE FOR FISCAL YEAR 2008-2009 FOR THE EMPLOYEES OF THE TOWN OF TAOS.

WHEREAS, in accordance to Title III, Chapter 3.28, Section 3.28.020, of the Town of Taos Governance and Personnel Ordinance, the town shall review and establish the salary and benefits package of its employees as part of the development and preparation of the operating budget for the Town of Taos; and

WHEREAS, The Town Council has always made sure that we recognize our employees in the preparation of the budget, and that we make every effort to thank them for the hard work they provide our community; and

WHEREAS, The Town Council authorizes the Town Manager to implement the Pay Plan/Salary and Benefit Package effective July 1, 2008.

WHEREAS, The Town Council desires to recognize the anniversary dates of employees by providing to them a cost of living increase on the acquired anniversary date of the employee.

NOW THEREFORE BE IT RESOLVED, by the Town Council of the Town of Taos, Taos, New Mexico, that:

1. This Resolution establishes anniversary dates and authorizes salary and benefit package for Town of Taos Employees for Fiscal Year 2008-2009
2. The Town Manager is authorized to implement the pay plan/salary and benefit package and make additions and/or changes as required as well as grant a 4% cost of living increase for all employees of the town on their anniversary date.
3. For the purpose of this resolution, the anniversary date is the date of hire by the Town, or the date of the last promotion/reclassification in the personnel files of the employees.

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4. The cost of living increase shall be added to the base salary for those employees who have not reached the maximum step in their range according to the current pay and classification plan. For those employees who have reached the maximum step in their range, the merit pay will be provided as a lump sum payment on the last pay period of the 2008 calendar year, and will not be added to their base salary.
5. The benefit package for Town Employees shall include a one-time lump sum payment in the amount of \$500.00 exclusive of taxes to be paid to each regular full-time employee who earns benefits and one time-lump sum payment in the amount of \$250.00 exclusive of taxes to be paid to each regular part-time employee who earns benefits.
6. The one-time lump sum benefit will be paid to those employees who are without administrative restrictions and in good standing who earn benefits throughout the fiscal year. The Human Resources Office will provide to the Payroll Administrator a listing of entitlement employees.
7. If an employee is determined to have not completed safety training or has a safety incident that is the fault of the employee, the employee shall be considered to only have earned one-half of the one time lump sum benefit.
8. On behalf of the Mayor, Town Council and Town Manager stated benefit to be paid to the listed employees on Friday, December 12, 2008.

**PASSED AND ADOPTED BY THE TOWN OF TAOS COUNCIL AT THE
SPECIAL COUNCIL MEETING OF JUNE 24, 2008.**

By: _____
Mayor Bobby F. Duran

ATTEST:

Renee Lucero, Town Clerk

