



RESOLUTION 08-78

A RESOLUTION OF THE TOWN COUNCIL AMENDING AND REPLACING RESOLUTION 08-42, 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 to our community; and

WHEREAS, The Town Council has found it necessary to update the existing Pay Plan/Salary and Benefit Package and authorizes the Town Manager to implement the revised Pay Plan/Salary and Benefit Package effective December 1, 2008.

WHEREAS, The Town Council desires to recognize the anniversary dates of employees by making them eligible for a merit 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.
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. A cost of living adjustment of one percent may be instituted within the pay scale at the beginning of the fiscal year, effective July 1, 2008. This adjustment would update the compensation amount for all Town employees according to the current pay and classification plan.
5. A merit increase of up to three percent (one step in the pay grade according to the current pay and classification plan) may be granted to all employees of the Town on their anniversary date, following the successful completion of a performance evaluation. 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.
6. The benefit package for Town Employees may 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.
7. The one-time lump sum benefit may 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.
8. 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.
9. On behalf of the Mayor, Town Council and Town Manager, the stated benefit is 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 DECEMBER 1, 2008.

By: _____
Mayor Bobby F. Duran

ATTEST:

Renee Lucero, Town Clerk