



RESOLUTION 09-28

A RESOLUTION OF THE TOWN COUNCIL RECOGNITION OF ANNIVERSARY DATES AND AUTHORIZING THE SALARY AND BENEFITS PACKAGE FOR FISCAL YEAR 2009-2010 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 we recognize our employees in the preparation of the budget, and we make every effort to thank them for the hard work they provide our community; and

WHEREAS, The Town Council recognizes the current budgetary constraints for the upcoming fiscal year which may interfere with the Town Council's ability to authorize any salary increases.

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

1. This Resolution establishes anniversary dates for Town of Taos Employees for Fiscal Year 2009-2010.
2. 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.
3. Due to budgetary constraints, the cost of living adjustment of one percent will not be instituted within the Town of Taos pay scale for fiscal year 2009-2010. The Town Manager and Finance Director will re-evaluate the approved budget for FY 2009-2010 at mid-year and determine if additional funds are available to meet such an increase and will make a recommendation to the Town Council if appropriate.

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4. Due to budgetary constraints, a merit increase of up to three percent will not be available to Town employees on their anniversary date for fiscal year 2009-2010. However, performance evaluations will still be conducted and recorded within each employee's personnel file.
5. The benefit package for Town Employees shall include a one-time lump sum benefit payment in the amount of \$500.00 exclusive of taxes to be paid to each regular full-time employee. A one time-lump sum benefit payment in the amount of \$250.00 exclusive of taxes will be paid to each regular part-time employee.
6. The one-time lump sum benefit will be paid to those employees who are without administrative restrictions and are in good standing, who earn benefits and are active Town employees on the date of disbursement. The Human Resources Office will provide the Payroll Administrator a listing of entitlement employees.
7. If an employee is determined to have not completed the mandatory safety training hours 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, the aforementioned benefit will be paid to the listed employees on Friday, December 11, 2009.

PASSED AND ADOPTED BY THE TOWN OF TAOS COUNCIL AT THE SPECIAL COUNCIL MEETING OF JUNE 16, 2009.

Mayor Pro Tem Rudy C. Abeyta	<u>yes</u>
Councilmember A. Eugene Sanchez	<u>yes</u>
Councilmember Amy J. Quintana	<u>yes</u>
Councilmember Michael A. Silva	<u>yes</u>

TOWN OF TAOS

Darren M. Cordova, Mayor

ATTEST:

APPROVED AS TO FORM:

Renee Lucero, Town Clerk

Allen Ferguson, Jr., Town Attorney