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**CITY OF SANTA FE, NEW MEXICO**

**RESOLUTION NO. 2024-7**

**INTRODUCED BY:**

Mayor Alan Webber

**A RESOLUTION**

**ADOPTING AN UPDATED PAY PLAN FOR THE CITY OF SANTA FE.**

**WHEREAS**, the City of Santa Fe, New Mexico Personnel Rules/Regulations and Polices, Section 6.12, states that the pay plan for the City of Santa Fe (“City”) (“Pay Plan”) “shall be prepared by the Director for the City Manager, and adopted by resolution of the Governing Body”; and

**WHEREAS**, the last time the City updated its Pay Plan was in 2019; and

**WHEREAS**, the City contracted with Evergreen Solutions, LLC, to produce a Comprehensive Composition and Classification study in July of 2023, and the study concluded in December 2023; and

**WHEREAS**, Evergreen Solutions, LLC, presented the results of the Comprehensive Composition and Classification study to the Governing Body on December 12, 2023; and

**WHEREAS**, the study recommended that the City adjust its Pay Plan; and

**WHEREAS**, it is important to have a competitive pay plan in order for the City to attract, retain, and support dedicated and talented employees who serve the City’s residents; and

1           **WHEREAS**, it is important that the City adjust its Pay Plan in conjunction with the current  
2 economic conditions; and

3           **WHEREAS**, the Governing Body appropriated funds in its fiscal year 2024 budget to  
4 begin the implementation of the recommendations of the Comprehensive Composition and  
5 Classification study.

6           **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**  
7 **CITY OF SANTA FE** that the updated Pay Plan, as represented in Exhibit A, is adopted in relation  
8 to non-union employees and to the extent consistent with completed union negotiations.

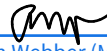
9           **BE IT FURTHER RESOLVED** that when the Governing Body appropriates funds  
10 equivalent to a standard rate for all employees, each range of the Pay Plan shall increase  
11 accordingly. For example, if the Governing Body approves an amount equivalent to a two percent  
12 (2%) across the board increase, then both the minimum and maximum rate of pay will increase for  
13 each pay grade.

14           **BE IT FURTHER RESOLVED** that the City Manager shall coordinate with the relevant  
15 City staff to implement salary increases for non-union employees whose salary is below the new  
16 minimum pay grades of the Pay Plan and shall discuss the Pay Plan for bargaining unit members  
17 with the City's unions.

18           **BE IT FURTHER RESOLVED** that the Pay Plan represented in Exhibit A shall go into  
19 effect immediately upon approval and upon completed union negotiations, as applicable, and any  
20 salary increases shall go into effect the first full pay period thereafter.

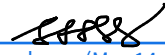
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22           PASSED, APPROVED, and ADOPTED this 13<sup>th</sup> day of March, 2024.  
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Alan Webber (Mar 14, 2024 21:09 MDT)

ALAN WEBBER, MAYOR

ATTEST:

  
Geralyn Cardenas (Mar 14, 2024 23:44 MDT)

GERALYN F. CARDENAS, INTERIM CITY CLERK

APPROVED AS TO FORM:

  
Erin McSherry (Mar 14, 2024 17:07 MDT)

ERIN K. McSHERRY, CITY ATTORNEY

*Legislation/2024/Resolutions/2024-7(R)/Adopting and Implementing an Update Pay Plan*

## Exhibit A: Proposed City of Santa Fe Pay Plan 2024

Grade	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>General Pay Plan</b>						
101	\$ 34,247.50	\$ 41,953.19	\$ 49,658.88	\$ 16.47	\$ 20.17	\$ 23.87
102	\$ 35,959.88	\$ 44,050.85	\$ 52,141.82	\$ 17.29	\$ 21.18	\$ 25.07
103	\$ 37,757.87	\$ 46,253.39	\$ 54,748.91	\$ 18.15	\$ 22.24	\$ 26.32
104	\$ 39,645.76	\$ 48,566.06	\$ 57,486.36	\$ 19.06	\$ 23.35	\$ 27.64
105	\$ 41,628.05	\$ 50,994.36	\$ 60,360.67	\$ 20.01	\$ 24.52	\$ 29.02
106	\$ 43,709.45	\$ 53,544.08	\$ 63,378.71	\$ 21.01	\$ 25.74	\$ 30.47
107	\$ 45,894.93	\$ 56,221.28	\$ 66,547.64	\$ 22.06	\$ 27.03	\$ 31.99
108	\$ 48,189.67	\$ 59,032.35	\$ 69,875.02	\$ 23.17	\$ 28.38	\$ 33.59
109	\$ 50,599.16	\$ 61,983.97	\$ 73,368.78	\$ 24.33	\$ 29.80	\$ 35.27
110	\$ 53,129.11	\$ 65,083.16	\$ 77,037.21	\$ 25.54	\$ 31.29	\$ 37.04
111	\$ 55,785.57	\$ 68,337.32	\$ 80,889.07	\$ 26.82	\$ 32.85	\$ 38.89
112	\$ 58,574.85	\$ 71,754.19	\$ 84,933.53	\$ 28.16	\$ 34.50	\$ 40.83
113	\$ 61,503.59	\$ 75,341.90	\$ 89,180.20	\$ 29.57	\$ 36.22	\$ 42.88
114	\$ 64,578.77	\$ 79,108.99	\$ 93,639.22	\$ 31.05	\$ 38.03	\$ 45.02
115	\$ 67,807.71	\$ 83,064.44	\$ 98,321.18	\$ 32.60	\$ 39.93	\$ 47.27
116	\$ 71,198.09	\$ 87,217.66	\$ 103,237.23	\$ 34.23	\$ 41.93	\$ 49.63
117	\$ 74,758.00	\$ 91,578.55	\$ 108,399.10	\$ 35.94	\$ 44.03	\$ 52.11
118	\$ 78,495.90	\$ 96,157.47	\$ 113,819.05	\$ 37.74	\$ 46.23	\$ 54.72
119	\$ 82,420.69	\$ 100,965.35	\$ 119,510.00	\$ 39.63	\$ 48.54	\$ 57.46
120	\$ 86,541.73	\$ 106,013.62	\$ 125,485.50	\$ 41.61	\$ 50.97	\$ 60.33
121	\$ 90,868.81	\$ 111,314.30	\$ 131,759.78	\$ 43.69	\$ 53.52	\$ 63.35
122	\$ 95,412.25	\$ 116,880.01	\$ 138,347.77	\$ 45.87	\$ 56.19	\$ 66.51
123	\$ 100,182.87	\$ 122,724.01	\$ 145,265.16	\$ 48.16	\$ 59.00	\$ 69.84
124	\$ 105,192.01	\$ 128,860.21	\$ 152,528.41	\$ 50.57	\$ 61.95	\$ 73.33
125	\$ 110,451.61	\$ 135,303.22	\$ 160,154.83	\$ 53.10	\$ 65.05	\$ 77.00
126	\$ 115,974.19	\$ 142,068.38	\$ 168,162.58	\$ 55.76	\$ 68.30	\$ 80.85
127	\$ 121,772.90	\$ 149,171.80	\$ 176,570.71	\$ 58.54	\$ 71.72	\$ 84.89
128	\$ 127,861.55	\$ 156,630.39	\$ 185,399.24	\$ 61.47	\$ 75.30	\$ 89.13
129	\$ 134,254.62	\$ 164,461.91	\$ 194,669.20	\$ 64.55	\$ 79.07	\$ 93.59
130	\$ 140,967.35	\$ 172,685.01	\$ 204,402.66	\$ 67.77	\$ 83.02	\$ 98.27
131	\$ 148,015.72	\$ 181,319.26	\$ 214,622.80	\$ 71.16	\$ 87.17	\$ 103.18
132	\$ 155,416.51	\$ 190,385.22	\$ 225,353.94	\$ 74.72	\$ 91.53	\$ 108.34
133	\$ 163,187.33	\$ 199,904.48	\$ 236,621.63	\$ 78.46	\$ 96.11	\$ 113.76

