1	**CITY OF SANTA FE, NEW MEXICO**
2	**RESOLUTION NO. 2017-18**
3	**INTRODUCED BY:**
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5	Councilor Peter N. Ives
6	Councilor Joseph M. Maestas
7	Councilor Carmichael A. Dominguez
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10	**A RESOLUTION**
11	**DIRECTING THE CITY MANAGER TO SOLICIT A REQUEST FOR PROPOSAL TO**
12	**CONDUCT A COMPREHENSIVE COMPENSATION AND CLASSIFICATION STUDY**
13	**WITHIN THE HUMAN RESOURCES DEPARTMENT.**
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15	**WHEREAS**, the Governing Body of the city of Santa Fe has directed the city manager to
16	conduct a comprehensive analysis of city jobs and salaries; and conduct a classification and
17	compensation study for city employees as a priority in the city's FY 17-18 budget; and
18	**WHEREAS**, the Governing Body of the city of Santa Fe has not conducted a
19	comprehensive classification and compensation analysis in over ten years; and
20	**WHEREAS**, with the new technology and information that has occurred, many
21	classifications have changed or developed over the course of the years; and
22	**WHEREAS**, the Governing Body recognizes the need to hire a consulting service to
23	conduct and document a comprehensive compensation and classification study.
24	**NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
25	**CITY OF SANTA FE** that the Governing Body requests the city manager direct staff from the

1   human resource department to prepare a request for proposal to accept bids to hire a consultant to

2   conduct a comprehensive compensation and classification study of all city positions and report back

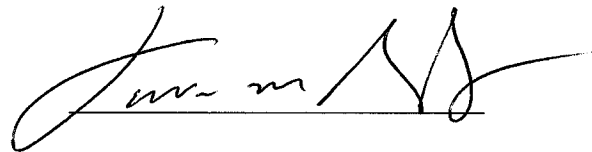3   to the governing body within 90 days following adoption of this resolution.

4   **BE IT FURTHER RESOLVED** that staff shall collaborate with departments to clarify

5   the job duties outlined for each position and obtain all necessary documentation to make an

6   informed analysis of the classification.

7   **BE IT FURTHER RESOLVED** that consideration will be given both to the new

8   enterprise wide computing system on job classifications and to training needs.

9   **BE IT FURTHER RESOLVED** that consideration also be given to the need for, impact

10   of and process of employee evaluation, accountability and incentives.
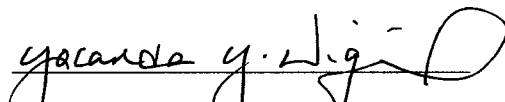
11   **BE IT FURTHER RESOLVED THAT** an evaluation of the compensation and

12   classification plan shall be performed by an independent third party.

13   PASSED, APPROVED AND ADOPTED this 22nd day of February, 2017.
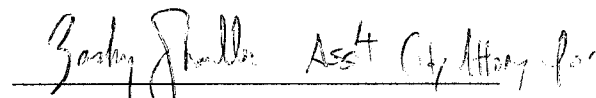
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16   JAVIER M. GONZALES, MAYOR

17   ATTEST:

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20   YOLANDA Y. VIGIL, CITY CLERK

21   APPROVED AS TO FORM:

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24   KELLEY A. BRENNAN, CITY ATTORNEY

25   *M/Legislation/Resolutions 2017/2017-18 Compensation and Classification Study*