

Mayor
Nathan Dial

Mayor Pro Tem
Noah Sedillo



Post Office Box 166
Estancia, NM 87016
(505) 384-2708
FAX (505) 384-2267

Trustees
Morrow Hall
Stella Chavez
Albert Lovato

Resolution 2022-09

EMPLOYEE COMPENSATION

WHEREAS, the Town of Estancia is dedicated to serving its residents to the best of its ability; and

WHEREAS, according to current data, over 67% of the residents of Estancia are Hispanic; many of whom speak Spanish as their first language; and

WHEREAS The ability to speak a second language is an asset that is highly prized and the ability to speak Spanish and English is an asset of great value in our community.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE TOWN OF ESTANCIA, BY THIS RESOLUTION THAT WE, THE ELECTED OFFICIALS, SHALL ADD THE FOLLOWING PROGRAM TO OUR PERSONNEL ORDINANCE AS FOLLOWS:

Section 8 Employee Pay

8.11 Bi-Lingual Incentive Program

All full-time and part-time employees of the Town of Estancia may, upon successful completion of their probationary period, be given the opportunity to test for Bi-lingual Certification. Upon successful completion of the 4 required certification tests through Language Testing International, (speaking, reading, writing, and listening), that employee will be eligible for a .50 per hour pay increase.

ACCEPTED AND APPROVED this 22nd day of February 2022 in regular session by the Town of Estancia

Board of Trustees, at Estancia, Torrance County, New Mexico.

MAYOR, NATHAN DIAL

ATTEST BY:

MICHELLE JONES, TOWN OF ESTANCIA CLERK/TREASURER